

# UNIVERSITY OF TORONTO Bulletin

No. 13 38th year

Monday, February 4, 1985

## University hopes to recover \$12 million UTLAS investment over long term

by Janet Dunbrack

International Thomson became the sole owner of UTLAS Inc. on Jan. 25. The terms of sale include a "substantial" infusion of capital into UTLAS, from which the University has been paid \$1 million to cover expenses incurred over the years on UTLAS' behalf, said Alexander Pathy, vice-president, business affairs. The University has invested more than \$12 million in UTLAS, which grew out of library automation work begun in 1963. UTLAS was established as a separate administrative unit in 1971 and became a wholly-owned subsidiary of the University in 1982.

The conditions of sale include a long-term agreement between the Univer-

sity and UTLAS for the development of new library products and services. Over the term of the agreement, UTLAS will pay U of T a service fee dependent on the company's performance. The University will participate in greater service fees as UTLAS captures more of the market, Pathy said. It is this service-fee revenue that the University has its hopes pinned on for eventual recovery of its \$12 million investment.

Pathy added that UTLAS has also taken over some substantial financial obligations for which the University will no longer be responsible.

University officials have said they are not at liberty to reveal publicly the precise conditions of the sale. Inter-

national Thomson spokesman Robert Asleson would not disclose the amount his company paid for UTLAS, nor details of the long-term financial agreement, saying it was against company policy. The Business Affairs Committee of Governing Council has

approved the sale, and Council members have been informed of the details.

Under the terms of the agreement, Asleson said, UTLAS will continue to be the exclusive provider of cataloguing services to the University's

*Continued on Page 2*

## New personnel director brings government and industrial experience

Eleanor DeWolf is the University's new director of personnel, effective Feb. 18. DeWolf, 39, has worked in the field of personnel administration for the federal government and Shell Canada since graduating from Trinity College with a BA in sociology in 1966. She won out over seven other candidates, one of them internal.

David Askew, president of the staff association, called DeWolf's appointment "a step in the right direction". However, he was surprised that an internal candidate could not be found who had been trained to step into the position vacated after 12 years by Robert Brown.

"It's important to bring women into upper management at the University. We're pleased to see a woman get this job, given the high percentage of women among administrative, technical and support staff," said Askew. UTSA had written to President George Connell asking that the University abide by the general principles of affirmative action in the selection of a director of personnel in view of the high percentage of female staff here.

Asked for her opinion of affirmative action for women, DeWolf said, "I believe in equality of opportunity and access, and in the elimination of both overt chauvinism and subtle systemic things. I am not in favour of quotas or hiring based on a percentage of the population. There are too many differences in the ways women choose to organize their lives as compared to men. No one likes to think they've been appointed because of their gender. I like to think I've got where I am because of ability."

She held a variety of personnel posts with the federal government in

Ottawa and Toronto, leaving her job as head of the human resources section of Revenue Canada's Toronto taxation office in 1975 to work for the head office of Shell Canada. Her most recent position there was that of manager of employee relations. Outside the office, she has been active in Trinity College alumni affairs.

*Continued on Page 2*



STEVE BEHAL

### Four months to get ready

The gala opening ceremonies are scheduled for September, but occupants will start moving into the Koffler Student Services Centre at 214 College St. in May. North Hall (foreground) will house the Career Counselling and Placement Centre, while the central glass-roofed mall (far background) will provide access to the eleven services occupying the structure. Largest of these is the new three-level, 34,000 sq. ft. university bookstore, which will consolidate and expand the operations of the current Textbook Store and Bookroom.

## Stage set for salary negotiations

Both the University of Toronto Faculty Association (UTFA) and the University of Toronto Staff Association (UTSA) hope to begin negotiations with the administration this month on salaries and benefits for 1985-86. Included in negotiations for faculty members and librarians will be the increase for 1984-85, on which UTFA and the administration have not yet reached agreement.

UTSA is asking for an increase of 9.7 percent or \$2,150, whichever is greater. This includes a cost-of-living adjustment of four percent, a productivity increase of two percent in partial recognition of the heavier workload of administrative staff in the past three years, and a restoration component of 3.7 percent to compensate for the amount by which the last two increases fell behind inflation, the amount of merit pay forgone last year, and salary levels before 1982.

For the current year, UTFA has said it will not settle for an economic increase of less than 4.2 percent plus progress-through-the-ranks (PTR)

increments. For next year it proposes a cost-of-living increase on all salaries, ranges and overload stipends equivalent to the increase in the consumer price index between July 1984 and July 1985. It is also asking for continued restoration of salaries eroded by past inflation and for PTR increments. The UTFA proposal assumes that the 1985-86 raise will be calculated on the base established for 1984-85.

UTFA has resubmitted its proposals for 1984-85, which would apply to 1985-86 as well, and added two: that adoption leave be improved to equal maternity leave, and that an early retirement scheme be implemented that would be open to all faculty members, tenured and non-tenured, and to professional librarians.

UTSA's submission includes six proposals from previous years and 18 new ones. Among them:

- That the policy of market adjustments be amended so that across-the-board increases are not made according to the individual

incumbent's performance

- That adoption leave be equal to maternity leave
- That a study of air quality be undertaken in all buildings on all three campuses
- That the dental plan be upgraded and a vision care plan considered
- That lateral transfers not involve potential salary reduction
- That a central fund be established to provide salary subsidies to departments wishing to hire internal candidates who need on-the-job training
- That the merit program be revised to provide more flexibility in the third and fourth quartiles
- That the personal leave policy be made clearer, with a stipulation that it not be unreasonably denied.

Last year's proposal for a more liberal leave of absence policy was to be considered by the Personnel Policy Board, along with a proposal for political leave, but the board has not met yet this year.



DeWolf said she expected working for the University to be a change from the corporate world. "The bottom line and the yardstick of profit motive will be absent, which makes planning difficult, but this makes efficiency of operation even more worthwhile. I expect more tolerance of cultural differences in the University than in the private sector, and perhaps a less rigid style or culture."

DeWolf has experience in helping staff adjust to technological change, a concern of many University employees. "Employers have a responsibility to spot trends," she said, "to see areas where there will be fewer or more employees needed, to match the imbalances and make opportunities available to employees."

"Not all responsibility is on the employer, however. Employees must

be open to taking on further training. At Shell, for example, during our office automation program, it was hard for some employees to see that 10 years from now their jobs wouldn't be there. Staff must take responsibility to help themselves, too. I don't know what the current retraining opportunities are for employees at U of T, but I imagine we would look at assistance with course fees and so on."

The final selection for the position was made by an advisory committee consisting of Lois Reimer, status of women officer and executive assistant to the president; Professor David Cook, vice-provost, staff functions; Paul Fox, principal of Erindale College; Warren Jackson, director, Computing Services; Bruce McDougall, assistant vice-president, services; and Alexander Pathy, vice-president, business affairs.



Eleanor DeWolf

## Architecture contest

U of T's Department of Architecture, through a \$9,000 grant provided by the Ontario Ministry of Citizenship & Culture, is coordinating a competition for the design of a library appropriate for a community of less than 30,000.

The competition will be run this spring in architecture departments at U of T, Waterloo and Carleton. It is also open to 1983 and 1984 architecture graduates who are now living in Ontario. Information is available from the dean's office.

libraries, as well as the developer of new circulation systems. "We intend to give the U of T libraries the most up-to-date services available anywhere," he said.

Arthur Parker, president and chief executive officer of UTLAS, will be staying on, as will the staff of 163 people at 80 Bloor St. W. International Thomson is considering changing UTLAS' name, but no decision has been made.

"Thomson has bought into our concepts of how the business could develop," Parker said. "Now we can get on with our plans. This is the first time in UTLAS' history that we've had the equity base needed to do long-term planning, and the U of T library will benefit from this."

The University libraries will be test

sites for UTLAS' new projects, which include a circulation system and a patron access catalogue. The catalogue will use computer terminals for searches, replacing card catalogues and microfiches. Because the University has a diversity of libraries, Parker said, it is ideal for testing systems that can later be used in public, school, university and special interest libraries.

"I expect a synergism from the Thomson association," he added, "because of their data bases, locations and publishing holdings."

International Thomson is a Canadian-based multinational corporation which includes the publishing firms of Thomas Nelson & Sons and Van Nostrand Reinhold among its companies.

## Japanese exhibit at city hall

Anthropology professor William Hurley is helping the Japanese consulate in Toronto mount an exhibition on the history of the Japanese island of Hokkaido, which will be on display in city hall from Feb. 11 to 22. Hurley's excavation of a site in Hokkaido in 1978 marked the first time in this century that a foreigner was allowed to head an archaeological dig in Japan.

Sixty photos of pre-historic and modern day Hokkaido and the natives of the island will be on display in the

rotunda. To coincide with the exhibition's run, artists from Hokkaido will create a huge ice sculpture (21 x 15 x 15 ft.) in the park at Bay and Dundas, scheduled to be officially unveiled Feb. 18.

Hurley will also be a consultant to the Japanese consulate for Japan week to be held March 24 to 30 featuring art exhibits, musical events, seminars, cooking demonstrations, and a Japanese speaking contest at U of T.

## In Memoriam

Dr. Stuart Allan Thomson, Department of Surgery, Jan. 1.

Born in Hamilton in 1906, Thomson received his MD from the University of Toronto in 1931. He did post-graduate training at London's Middlesex Hospital, the Toronto General and the Hospital for Sick Children. He then joined the staff of HSC and eventually became chief of the general surgery division.

From 1967 to his retirement in 1975, Thomson was director of the surgical emergencies department.

During World War II Thomson held the rank of squadron leader for three years in the RCAF, flying to various bases where his surgical skills were needed. In 1963, he established the Stuart Thomson Surgical Lectureship fund for the HSC Medical Alumni Association. The fund pays

expenses for a distinguished guest speaker at the association's annual fall scientific meeting.

Thomson, who had published more than 30 papers in medical journals, was for many years a consultant to the Ontario Crippled Children's Centre and from 1963 to 1975 was chairman of the centre's medical-dental staff.

**HartHouse**  
food services

*An Invitation...*

*to hold your party,  
reception or dinner in  
one of the most beautiful  
settings on campus!*

*Whether you are planning  
a wine and cheese party, a more elaborate  
reception or a formal luncheon or dinner,  
we have the facilities to accommodate  
groups of any size. Our unique  
catering service offers an exciting array  
of delectable menus, suitable for every occasion.*

*The Gallery Club Lounge and Dining Room  
are also available for private reservations.*

**Please call our Reservations Office  
at 978-2449 for more information**



## STAFFING PROBLEMS? Temporary Personnel Services Has The Solution!

**TPS has qualified people to meet your temporary secretarial and clerical needs. Whether you require assistance for a day, a week, or a few months, we offer experienced personnel at reasonable rates.**

**We're the University's newest personnel service.**

**Call TEMPORARY PERSONNEL SERVICES  
at 978-5123**





# Personnel board suggests incompatibility be added to grounds for firing staff

by Arthur Kaptainis

The Personnel Policy Board has recommended that "incompatibility" be added to the acceptable reasons for firing administrative staff. The recommendation is part of a general revision of the "termination" subsection in the manual of staff policies.

Currently, dismissals are permitted on the grounds of unsatisfactory performance, wilful misconduct, or in the event of the elimination of a position because of financial restraint or reorganization.

Although the recommendation is still under review by Assistant Vice-President (Personnel & Central Services) Bruce McDougall, and will be forwarded to the president before reaching the Business Affairs Committee, the U of T Staff Association (UTSA) has notified the administration in two letters of its concern that the policy change will reduce the security of administrative staff jobs.

Prefacing his remarks with a reminder that he had not completed his review of the recommendations, McDougall said that incompatibility had in practice been a ground for some dismissals at the University, and this was one reason for adding explicit mention of it to personnel policy.

"It normally happens at more senior levels," he said. "If, for example, I join the University, and I am working for the vice-president, and he and I simply can't get along — we both know it — then we work out an arrangement where one of us leaves. Obviously, it would be me."

Relocation is the usual solution to personality conflicts, said McDougall, but very senior members of the administration cannot always be relocated. However, in the case of a conflict between an administrator and a secretary, there would be no difficulty in finding the secretary another job in the University.

Acting personnel director Carole Farr also said she regards the clause as relevant only to senior employees, who cannot be transferred to a comparable position, and whose management style is at odds with University interests or customs.

For low and middle-level employees, said Farr, "it's really a case of identifying whether a person is able to satisfactorily perform the job or not. That is going to be a performance issue. I don't think this incompatibility thing has any bearing in terms of changing that."

UTSA president David Askew said in an interview that he regards the existing policy on dismissals as satisfactory and fears an incompatibility clause would be open to abuses. "I don't know if it is an epidemic or anything like that, but you do run across cases where the supervisor and the employee don't connect. It is the supervisor who has the power and says

'How can I solve this situation?' If one of the options is getting rid of the person on the grounds of incompatibility, this puts the employee in a difficult position."

Askew said it is not only the use of the clause that concerns him, but the pressure on the employee that would result from an awareness that dismissal is an option for a supervisor if the supervisor and employee do not get along. He also said he did not agree with the assumption that in any dispute it is the employee that should be transferred or dismissed.

Although incompatibility is usually interpreted as referring to a personality conflict, an employee's "abilities" are also cited as a possible source of incompatibility in the proposed revision. McDougall confirmed that "it is conceivable that, in a reorganization, (an employee's) skills wouldn't meet (the needs of) the new organization."

UTSA has also criticized the proposed revision for deleting certain passages present in the current ter-

mination policy. The passages refer to the importance of job security and the mutual responsibility of the University and its employees to maintain "a fulfilling work environment". In Askew's view, the deletion suggests "the whole intent of the revisions . . . was to reduce the commitment of the University to its employees."

McDougall explained that a statement of mutual responsibility is included at the beginning of the staff policy manual, and its inclusion in the termination policy is not necessary. "That responsibility . . . applies to all policies," he said, "and you don't repeat it for every single policy. It is a blanket. It is still in the manual; we simply haven't repeated it here."

Revisions to the University's termination policy have been under consideration by the Personnel Policy Board since early in 1983. In the spring of 1983, UTSA received a copy of the proposed revisions and was invited to comment. Last April, former Vice-President (Personnel) William

Alexander sent a letter to UTSA in which he maintained (against UTSA objections) that the process of dismissal includes extensive safeguards against the misapplication of the incompatibility clause.

"Even in those rare instances where it may be invoked," he wrote, "termination under this clause would only happen after 'extensive review and discussion' which would normally include consideration of all other possible resolutions to the problem, such as relocation for the staff member to a more suitable position under a different supervisor."

McDougall summed up the revision as "essentially a rewrite of the old policy to improve it and make it more complete, so there is a thorough understanding of the grounds on which one can be terminated and what mechanisms come into force when that happens."

## UTSA protests lack of action and access on important issues

Frustration over failure to reach agreement on policies concerning the release of administrative staff for fiscal reasons, video display terminals (VDTs) and the use of casual staff has prompted the U of T Staff Association to ask for changes to the University/UTSA Liaison Committee.

The committee was established in 1979-80 to review, revise and develop policy and to be a forum for UTSA and the administration to discuss issues of mutual concern. David Askew, UTSA president, says dissatisfaction has arisen this year because deadlines for final positions on release of staff and VDTs have not been met and the composition of the committee has been changed. In the past, the vice-president, personnel, served on the committee, but this year neither Alexander Pathy, vice-president, business affairs, nor Bruce McDougall, assistant vice-president, personnel and central services, was appointed. (Administration representatives on the committee are David Cook, vice-provost, staff functions; Carole Farr, acting director of personnel; David Keeling, secretary and assistant dean, administration, for the Faculty of Dentistry; and Jackie Baker, acting manager, salary administration, in the Personnel Department.)

The staff association protested that it had lost access to the most senior levels of the administration for discussion of important issues and that, without the involvement of Pathy and McDougall, UTSA's positions taken at

the liaison committee were less likely to be supported when they came before the Personnel Policy Board.

UTSA rejected a proposal from Pathy that, following failure to reach agreement in the liaison committee on a policy item, he and McDougall would meet with Askew. Instead, the staff association proposed that the current liaison committee continue as a working group to discuss policy and provide a mechanism for informal communication and that a formal liaison committee that would meet at least quarterly be established, whose members would include the vice-president, business affairs; the assistant vice-president, personnel; the president of the staff association, the chairperson of the Personnel Policy Review Committee and four members of the working group.

UTSA's counterproposal was rejected by Pathy last week, but he did say that, with two weeks' notice, he

and McDougall would meet with Askew and members of the UTSA executive to discuss *any* issue.

"This certainly broadens the definition of what he (Pathy) is willing to discuss, but it's still not in a formal setting and doesn't deal with the policy part of it," said Askew. "We're looking for a mechanism that would allow us to meet formally for final agreement or disagreement. We want more assurance that if we do reach agreement, it will be recommended by the personnel board to the president."

McDougall says the administration's proposal provides accessibility on demand. "The president has offered to meet with them three times a year and we will meet them on 14 days' notice."

"The liaison committee hasn't functioned well in the past. The people on it need to be involved in the nitty gritty. And there's a better chance for collegiality without those people who are in adversarial roles as salary negotiators."

Since many staff members take on various roles at the University, says Askew, that situation should not hamper collegiality. In the meantime, he says the administration's proposal will go before the UTSA board. The board had decided that discussions in the liaison committee would not continue until the issue was resolved.

## Reimer to coordinate human rights communications

President George Connell has asked Lois Reimer to coordinate the University's communications with the Ontario Human Rights Commission. Reimer is status of women officer and executive assistant to the president.

If queries or complaints are sent by the commission to the University, they will be forwarded to the president's office, where Reimer will review and refer them to the appropriate vice-president for action.

Relatively few complaints have been brought against the U of T under the Ontario Human Rights Code, Connell said. "However, every case is potentially distressing and damaging. I am anxious to ensure that our stance at all times is informed and consistent."

## Communications workshops

"You and the Media" and "How to Publicize your Events" are two workshops designed by the Public & Community Relations Office to provide practical tips and procedures to U of T administrators and academics.

To make arrangements for either workshop to be held on your premises, contact workshop leader Nona Macdonald, media relations consultant at the Public & Community Relations Office, room 133, Simcoe Hall, at 978-2103 or 961-2516.

## Engineering prof named Toronto big brother of the year

Hans Kunov, 46, a professor of electrical engineering, has been named Big Brother of the Year for the City of Toronto by Big Brothers of Metropolitan Toronto. For the past five years, Kunov, married and the father of an 18-year-old son, has been companion to a fatherless boy, now 11, working on various academic and

recreational projects including the annual soap box derby, which they were asked to judge last year.

Kunov was presented with the award Jan. 20 at Maple Leaf Gardens. He was one of five nominated for the Metro Big Brother of the Year award.



# Woodsworth students to help finance expansion fund

The Woodsworth College Building Fund will be bolstered by \$200,000 a year thanks to a three-to-one yes vote by the student body to impose a \$20-per-session tax on themselves.

Principal Arthur Kruger said the tax represents by far the largest commitment to the fund, which is earmarked for a large-scale expansion of the college. The fund currently stands at approximately \$30,000. This sum includes one individual donation of \$25,000.

Other potential sources of contributions include alumni, corporations, foundations and government, Kruger

said, adding that the University has submitted a request to the province for "something in excess of \$200,000" to cover architects' fees. He also said he likes to view Woodsworth as "city college" and hopes the municipal governments will provide some money.

Turnout for the student referendum, over two weeks of voting, totalled 137, out of approximately 6,000 eligible voters. "My staff and student society are telling me, believe it or not, that given past performances, that is a very high turnout," said Kruger.

Kruger offered "general student apathy" and the heavy schedules of

part-time students as explanations of the low turnout. He also noted that the recent student elections to Governing Council were acclamations. "I have to

believe this kind of vote reflects the distribution in the student population at large," he said.

## City to instal traffic lights on Queen's Park Crescent W.

The Metropolitan Toronto Transportation Committee has approved the installation of traffic lights at the intersection of Hoskin Avenue and Queen's Park Crescent W., north of the crossing point at the Hart House walkway where as many as 5,847 people during an eight-hour period have been counted jaywalking.

In securing the Hoskin traffic lights, the University has agreed to examine possible disincentives to pedestrians wishing to use the Hart House crossing point, such as signs directing them to the Wellesley Street underpass, said Eric McKee, assistant vice-president, student affairs, who was

the administration representative in the negotiations.

The Hoskin walkway, extending from a pedestrian island to Queen's Park, will not only permit safe crossing at that point but will create breaks in the traffic for motorists wishing to turn right from Hoskin Avenue and left onto Wellesley Street, McKee said.

The University has also recommended to the committee that radar traps be established south of Hoskin to discourage speeding around the crescent that feeds into University Avenue.

McKee said he expects the lights to be installed by early spring.

## National Universities Week set for October '85

The week of Oct. 19-27 has been declared National Universities Week. Co-chairing the national coordinating committee representing national, regional and provincial university associations and the Public Affairs Council on Education (formerly the Association of Canadian College & University Information Bureaus) are Meyer Horowitz, president of the University of Alberta, and Roland Doré, director of the Ecole Polytechnique of Montreal.

Subcommittees have been set up to deal with the advertising of the

campaign and with media, government, corporate and community relations. Advertising copy and graphics will make the point that universities are much more relevant to society than is generally recognized.

Base budget costs of \$65,000 will be met by the four regional university associations and the secretariat of the Association of Universities & Colleges of Canada. In addition, contributions will be solicited from the private sector in the form of goods and services.

The first National Universities Week in Canada was held in the fall of 1983.

## Centre established for accounting studies

The Faculty of Management Studies has created a Centre for Accounting Studies to develop doctoral and master's degree programs and increase collaborative research between the University's accounting professors and accounting firms. The new graduate courses are expected to be offered by 1988.

The master of science in accounting, to be the first of its kind in Canada, is expected to help train specialized accountants. Accounting firms will recruit graduates with a general arts or science undergraduate degree from across Canada for the program, which will involve intensive work periods with accounting firms along with study at the centre.

Joshua Ronen, a visiting professor from New York University who is director of the centre for this academic year, says such graduate programs are common in the US and every doctoral graduate has a choice of about 20 academic positions in North America. Ronen plans to model the new degrees on programs he developed at New York.

## Vic seeks sesqui logo

Victoria University has launched a logo contest for its sesquicentennial celebrations in 1986. The contest is open to everyone, with a deadline for entries of April 12. First prize is \$150 and two tickets to the sesquicentennial dinner on Oct. 4, 1986. For further information, call 978-3813.

**Mariko**

Home-style Japanese Lunches

Lunches Dinners

Tel. 968-0883

**The Other Japanese Food**

298 Brunswick at Bloor, Sun. 5 to 9:30 p.m.  
Tues.-Sat. Noon to 3 p.m., 5 to 9:30 p.m.

Walking Distance from St. George Campus

Now Licensed!

## Recommended dining

### MASA

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs—



the service is efficient and polite no matter which you choose. Five course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, ChgX. 195 Richmond Street West. 977-9519. Noon-2:30 5 p.m. to 11 p.m. Mon.-Fri. Sat. 5 p.m. to 11 p.m. Closed Sunday. ★★★★★

### Authentic Japanese Food

## Michi

みち

JAPANESE RESTAURANT

459 Church Street  
924-1303

• Licensed

## Masa

dining lounge  
Authentic Japanese cuisine & decor...

195 Richmond St. W.  
(within walking distance of all Downtown Hotels)  
Phone 977-9519

### MICHI

Bamboo screens, sliding glass panels and low tables provide the setting for the gentle, graceful art of Japanese dining. Complete dinners include *sukiyaki*, the *sakura* dinner which has *teriyaki* for the main course, and the *ushio nabe* fish pot dinner. The latter is a tour de force served in



a big iron pot which is kept hot at your table. The ingredients are boiled shrimps, lobster tail, crab legs, scallops, white fish and fish cake, green vegetables, and bonito stock. Soup, appetizer and dessert are included. Vegetarians will like the *shyo-jin-ryori* complete dinner—a fascinating mélange of crisp oriental vegetables. There is accommodation for parties of four or more. Licensed. AmEx, ChgX. 459 Church Street, 924-1303. Noon-2:30 5 p.m. to 11 p.m. Mon.-Fri. Sat. 5 p.m. to 11 p.m. Closed Sunday ★★★★★

## UNIVERSITY OF TORONTO Bulletin

Editor: Norma Vale  
Associate Editor: Judith Knelman  
Writers: Janet Dunbrack, Arthur Kaptainis  
Copy Editor: Margaret MacAulay  
Production Coordinator: Chris Johnson  
Layout and Typesetting: Sandra Sarnier  
Editorial Assistant: Catherine Armstrong  
Photography: Steve Behal  
Advertising: Marion de Courcy-Ireland  
Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Willcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial enquiries: 978-6981

Display advertising space must be reserved two weeks before publication date.

Advertising enquiries: 978-4933

Member of the University Newspapers Group.



# Graduate students allowed maternity leave

After nine months of debate, the Council of the School of Graduate Studies has adopted a policy retroactive to Sept. 1984 allowing maternity leave of one to three terms per pregnancy for graduate students.

Professor Rose Sheinin, vice-dean of SGS, who made the original proposal last May, called the adoption "the first recognition in University policy of the fact that women are women and that we should give them roses instead of penalizing them. It acknowledges that the years during which one normally pursues graduate work coincide with sexual productivity. The retroactivity is a gift to celebrate Women in Toronto."

The policy will be stated as follows in the next SGS calendar:

"Graduate students may apply to the associate dean through their department for a one-to-three term maternity leave, during their program of study. Students on leave will not be required to pay fees; nor will they be eligible to receive or defer University

of Toronto fellowship support. In the case of other fellowships, the regulations of the particular granting agency will apply. The terminal date for the completion of the degree program will, upon request of the student, be extended by the duration of the leave taken. Where possible, the start and finish of the leave should coincide with the start and end of a term."

During the course of shaping the final policy, eligibility was broadened from doctoral students only to all graduate students, and a restriction was dropped that would have limited students to a single maternity leave during their program. A committee of graduate students participated in the final formulation of the policy.

The new provision codifies an informal procedure and ensures that it applies to everyone equally, said Peter White, secretary of the graduate school. In the past, most women have asked for leave for health reasons, and whether or not they got an extension of their deadline varied with

circumstances.

"Most graduate students are so committed to their program that they jolly well plan their families around it," White said. "No one knows for sure how many women the policy will apply to, but it's significant even if we've lost only one in the past."

Sheinin said she thought a significant number of young women may have dropped out of doctoral programs, but that no statistics were

available.

Pramila Singh, president of the Graduate Students' Union, said that students were pleased with the policy and see parental leave for male graduate students as the next step. Money is also an issue, she said: "Although you're not required to pay fees under this policy, you can't hold a U of T scholarship either. People need money to live while they're on leave."

## Artifacts stolen from Sid Smith

Campus and Metro police have no leads in the theft of late 19th century artifacts — medicine bottles, stoneware jugs and inkpots, two pipes and some coins — from a display case in the anthropology department in Sidney Smith Hall.

No glass was broken in the theft, which was discovered and reported Jan. 4 by John Reid, the department's lab technician and custodian. The sliding lock securing the case, however, was missing.

Reid said the theft could have taken place any time during the Christmas holidays.

The artifacts were excavated in 1981 from the site of a log cabin, probably a tavern, outside Ottawa. Most of the bottles were broken and of little monetary value, said Professor M.A. Latta, project scientist for the excavation. The articles had been on

display since the fall of 1982.

Latta said the stolen items had all been photographed and examined. "I would say the research potential has been minimally affected by the theft. But obviously, one of the reasons we keep these artifacts is for student use in future years, and they will miss that opportunity."

Chief Greg Albright of the U of T Police said the lock on the case — similar to those used in department stores — could have been picked or even slipped off the glass door if it was not tightly attached. "This type of mechanism is not the best for security, that's for certain," Albright said.

Latta said she felt decreases in patrols of Sidney Smith Hall were partly to blame for the theft. She also expressed hope that the thieves would return the artifacts after discovering their limited value.

## Wevers to receive honorary degree in Holland

John W. Wevers, professor emeritus in the Department of Near Eastern Studies, will be one of four internationally recognized scholars to receive an honorary degree this week from Leiden University, the oldest and best known university in Holland, at a convocation held only once in five years.

Wevers' field is Septuagint studies, which centre on the Greek translation of the Hebrew Old Testament. In

recent years his main work has been the preparation of an edition of the Greek translation of the Pentateuch.

Wevers was chairman of the Department of Near Eastern Studies from 1975 to 1980 and chairman of the graduate department from 1972 to 1975. He received the Queen's Jubilee Medal in 1978. Last June he was presented with a *Festschrift* on the occasion of his 65th birthday.



Promoting peace with pizzazz

Actor John Riddell offers a big howdy from Uncle Sam in the cabaret "Peacing It Together", which made a lively finish to the first day of the University College Peace Symposium, Jan. 21-25. Flanking him are actresses Bev Young (left) and Christa Jacobs. Coordinator Meyer Brownstone said the week attracted a great deal of student and off-campus interest. Films, a debate, an art show, and performances of music by Weill and Stravinsky supplemented the usual symposium fare.

## SAC to hold referendum on health plan

The Students' Administrative Council (SAC) will hold a referendum in mid-March to determine whether students are in favour of subscribing to a health plan that would add as much as \$40 to their incidental fees.

U of T's Health Service already provides students with basic drugs, such as penicillin and aspirin, at no charge. If adopted, a health care plan may permit the service to file claims for reimbursement.

However, the administration is not taking any stand on the plan, since it is strictly a SAC initiative, said Eric McKee, assistant vice-president, student services.

"We are not advocating it because of any possible benefit to the health service," said McKee. "I'm not even sure we would make a claim for them (drugs distributed free). It is a very complicated business, running a dispensary as well as running a medical service."

SAC officers have commissioned an insurance broker to examine the various plans available. A major concern is whether prescription contraceptives should be included in coverage. SAC president Bob Jones said insurance figures indicate the proportion of students using the plan jumps from 10 to 50 percent if contraceptives are included.

The U of T Health Service does not distribute birth control products, except occasional promotional samples. Health service director

Dr. David Smith confirmed that birth control would be the largest expense in a student plan. "You've got to remember that they are basically a pretty healthy bunch," he said.

Jones said SAC is also discussing with student representatives from the Faculty of Pharmacy the possibility of opening a campus dispensary administered by pharmacy students.

## Classics professor wins APA award

T.D. Barnes, a professor in the Department of Classics, received the 1984 Charles J. Goodwin award of merit at the annual meeting of the American Philological Association held in December in Toronto.

The award is presented for an outstanding contribution to classical scholarship published in the preceding three years by a member of the association. Barnes won for two books, *Constantine and Eusebius* (1981) and *The New Empire of Diocletian and Constantine* (1982), both published by Harvard University Press. *Constantine and Eusebius* also won for Barnes the 1984 Philip Schaff prize of the American Society for Church History.



ITALIAN STAINLESS STEEL  
TRAY 10" WIDE IN MIRROR  
FINISH, REG. \$39  
DESIGNED BY SERGIO ASTI  
15% DISCOUNT TO "BULLETIN" READERS  
WITH THIS AD. NUMEROUS OTHER DESIGNER ITEMS.

2 BLOCKS SOUTH OF EGLINTON  
EAST OF YONGE  
OPEN MON TO THURS 10 - 6  
FRI TO 8, SAT TO 5:30  
428-8291

**QUINTESSENCE DESIGNS** 1657 BAYVIEW AVENUE



# Research News

## Canadian Paraplegic Association

The association is developing a new program for the promotion and sponsorship of scientific spinal cord injury research. Investigators interested in the area of spinal cord injury recovery and regeneration treatment techniques are invited to submit applications for research funds.

Deadline date for submissions is *February 15*. Further information on the association's research activities and proposed new program is available from ORA at 978-2163.

## Ontario Ministry of Transportation & Communications

The ministry invites submissions for projects to be funded, under contract, in the 1985-86 government fiscal year. Following is a list of the 19 research needs statements.

Paved shoulders, passing lanes and truck climbing lanes (85/6)

Analysis and evaluation techniques used for the generation and evaluation of transportation alternatives (85/7)

Effect of noise barriers on

the market value of adjacent residential properties (85/8)

Evaluation of programmable, solid state ballast, forced negative contrast lighting installation (85/16)

Physical properties of highway lane marking paint (85/24)

Grass and shrub retardants (85/30)

Characterization of granular materials (85/40)

TFE sliding surfaces (85/52)

Improvements in grouts and grouting techniques for cable ducts (85/53)

Applications of radar in highway design, construction and maintenance (85/54)

A critical assessment of methods of measuring the rate of corrosion of steel in reinforced concrete (85/55)

Transverse load distribution at the ultimate limit state in single span slab-on-girder bridges with composite, compact steel girders (85/88)

Development of techniques of strengthening steel floor beams of truss bridges (85/93)

Feasibility of using synthetic fiber reinforcement in concrete deck slabs (85/98)

Immobilizing de-icing

chemicals on roadway surfaces — Phase I (85/110)

Water damage to asphalt mixes — mechanism of stripping and test methods for additives (85/111)

Procedure for predicting queues and delays on freeways (85/116)

Further development of the candidate freeway corridor simulation model for MTC applications (85/117)

Image processing applications in traffic control (85/118)

Deadline date is *February 15*. Detailed requirements for each of the listed projects and MTC proposal guidelines are available from ORA at 978-2163.

## Upcoming Deadline Dates

American Council of Learned Societies — travel grants to international meetings, July-Oct. (American citizens or permanent residents only): *March 1*.

Atkinson Charitable Foundation — research grants (Faculty of Medicine): *March 15*;

at ORA, *April 20*.

Banting Research Foundation — research grants: *March 1*.

Canada Council — film production grants: *March 15*.

Canada Mortgage & Housing — large grants up to \$20,000: *March 1*.

Canadian Foundation for Ileitis & Colitis — research grants: *March 30*.

Canadian Paraplegic Association (Ontario Division) — research grants: *February 15*.

Canadian Physiotherapy Association — scholarships: *February 15*.

Canadian Psychiatric Research Foundation — research grants: *March 1*.

Cancer Research Society Inc. (US) — fellowships, research grants: *February 15*.

C.K. Clarke Psychiatric Research Foundation — personnel support, research grants: *March 1*.

Damon Runyon-Walter Winchell Cancer Fund — post-doctoral and clinical fellowships: *March 15*.

Fight for Sight Inc. — grants-in-aid, post-doctoral fellowships: *March 1*.

Health & Welfare Canada (NHRDP) — MSc and PhD fellowships: *February 15*.

Hospital for Sick Children Foundation — research grants: *March 1*.

Juvenile Diabetes Foundation (US) — research grants: *March 1*.

Louis and Artur Lucian Award (circulatory diseases) — visiting professorship (nominations): *March 1*.

Medical Research Council — workshops, symposia: *March 1*.

National Cancer Institute of Canada (NCIC) — Terry Fox special initiatives program: *March 15*.

National Huntington's Disease Association — post-doctoral fellowships: *February 15*.

National Institutes of Health (US) — research grants (unsolicited): *March 1*.

National Retinitis Pigmentosa Foundation — research grants: *March 15*.

NRC — Canadian life sciences experiments in space: *February 15*.

Ontario Ministry of Transportation & Communications — research proposals: *February 15*.

Royal Bank Award (nominations): *February 28*.

SSHRC — strategic grants division, Canadian studies research tools: *March 1* (please note extended deadline); international relations division, travel grants for international conferences (June-Sept.): *March 1*; research communications division, aid to occasional scholarly conferences in Canada (July-Oct.): *March 30*.

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*; general research grants (first competition of new fiscal year, funds released after May 1): *March 26*.

Life Sciences Committee — 1985 summer undergraduate and summer graduate programs, ranked applications from departments: *February 28*.

## PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

**Thursday, February 7**  
Charles Wade Mills, Department of Philosophy, "The Concept of Ideology in the Thought of Marx and Engels." Prof. D. Goldstick. Room 111, 63 St. George St., 10 a.m.

**Friday, February 8**  
Michael Invanco, Department of Chemistry, "Quantum Interference Effects

and Molecular Dynamics of the  $\tilde{C}$  (singlet B<sub>2</sub>) State of Sulphur Dioxide." Prof. S.C. Wallace. Room 309, 63 St. George St., 2 p.m.

**Monday, February 11**  
Helen Joan Stewart, Department of Education, "Northrop Frye's Theory of the Imagination: A Study of the Theory in the Context of the Work of Bert Case Diltz and Ontario Secondary School English, 1952-1962." Prof. J. Aitken. Room 111, 63 St. George St., 2 p.m.

**Wednesday, February 20**  
Yoshiyuki Takahashi, Department of Chemistry, "Polymer Models for Photosynthesis." Prof. J.E. Guillet. Room 309, 63 St. George St., 2 p.m.

**Friday, February 22**  
Susan Jane Eadie, Department of Education, "Co-Operative Learning as a Social Process." Prof. E. Sullivan. Room 111, 63 St. George St., 2 p.m.

## Committee Highlights

**The Academic Affairs Committee — Jan. 10, 1985**  
• recommended approval of changes to the programs in occupational therapy and physical therapy in the Faculty of Medicine, subject to the concurrence of the Planning & Resources Committee. The main change in each program involves the shifting of the first year of

the program from the Faculty of Arts & Science to the Faculty of Medicine  
• recommended approval in principle of recommendations with respect to the code of academic behaviour and the disciplinary tribunal (*Bulletin*, Jan. 21)  
• recommended approval in principle of the definitions and principles governing

creative professional activity in the Report of the Working Group on Creative Professional Activity (*Bulletin*, Jan. 21)  
• approved the appointment of Professor Roger N. Wolff as dean of the Faculty of Management Studies from July 1, 1985 to June 30, 1992 (*Bulletin*, Jan. 21)

## CREDIT UNION RRSP

Introducing

## INSTANT TAX RECEIPTS

When you invest in a credit union RRSP we'll issue your official tax receipt on the spot — while you wait.

When you're ready to file your income tax return your RRSP receipt is ready when you need it.

Available in January and February at



\* **UNICOLL CREDIT UNION**

245 College Street  
Toronto M5T 1R5

**978-5505**

\* Universities & Colleges Credit Union

**Deadline: March 1st, 1985**

Member of Ontario Share and Deposit Insurance Corporation

RESIDENTIAL & OFFICE FURNITURE  
PARSONS TABLES  
STEREO & WALL UNITS  
CONTEMPORARY &  
CANADIANA  
STYLES

# WOODCUTTER

95 RESEARCH RD. #5  
TORONTO, ONT.  
424-4759

BARRY BLACKETT

PINE - OAK - CHERRY - MAHOGANY



# Canadian corporations becoming more socially responsible

by Arthur Kaptainis

Is the corporation — so often seen as dedicated only to its own preservation and heedless of the needs of the thousands it affects — cleaning up its act?

A study by Leonard Brooks, associate dean of social sciences at Erindale College, strongly suggests that Canadian executives are attaching increasing emphasis to what is known in the board room as corporate social responsibility. And companies that haven't yet actively expanded their charitable programs are fast coming around to the new way of thinking.

"The general impression of corporations is that their primary goal is to make profit, particularly short-term profit," Brooks says. "But the goals of the corporations are really the goals of the employees, which are many."

This view is now well established in management studies circles, reports Brooks. There is even a handy specialist usage: goal congruence. Corporations that take the time to accommodate a mix of worthwhile aspirations other than making profits are, the argument goes, more successful in the long run.

That is, at earning profits. The ultimate goals of the corporation may well remain the classical ones of liquidity and income performance, and the modern socially responsible executive may indeed act not so much out of altruism as clairvoyant selfishness. ("Probably a bit of both" is how Brooks judges the presence of these two motives.) What is important, however, is that corporations are now more dedicated to activities that at least in the short-run are altruistic and unrelated to profit.

The movement appears to be widespread. After conducting a survey among Canada's 125 largest corporations, Brooks discovered that high-ranking officers in 85 percent of the responding companies had at least discussed whether the company's social responsibilities went beyond statutory requirements.

These executives are also anxious, Brooks reports, to organize social per-

formance activities more systematically, and to make employees and the public more aware of the corporation's initiatives.

"For this reason," he says, "one thing that has been called for in Canada by the Canadian Institute of Chartered Accountants (in that organization's widely circulated Adams Report) is a statement of corporate social conduct. And indeed we find that large companies are creating these statements of social conduct, so the employees will understand what the corporation's objectives are with regard to human resources, community involvement, environment, product safety, and the like."

This is not a casual list. Those four subdivisions — Brooks prefers to include a grab-bag fifth corresponding to "and the like" — are the ones usually spoken of in literature on the topic. They comprise a wider range of possible social goals than existed earlier in the century. Environment, for instance, is a relatively recent concern. Specific "human resources" goals, such as the hiring of minorities, are also newcomers to the corporation's goodwill agenda. Thus social responsibility is no longer a matter of buying uniforms for a baseball team or sending a cheque to the orphanage. And the increased (and still increasing) number of alternatives in turn complicates the issue of how much money and employee time should be allocated to the pursuit of social goals.

How corporations make such decisions in the 1980s, and how they might go about it more efficiently, are the two major themes of Brooks' monograph, which will be published by the Society of Management Accountants this fall. Brooks says his conclusions are awaited by business schools and corporate citizens alike. Social responsibility is fast becoming a staple subject in MBA courses.

In today's large corporations, says Brooks, charity is not, as it once was, strictly the prerogative of the boss. It remains true that the endorsement or at least the permission of the chief executive officer is usually necessary for

charitable objectives to be pursued comfortably by more junior employees.

"But what we find," says Brooks, "is that, in many companies, there is a committee of the board of directors which looks after the policy relating to corporate social responsibility. It assesses the plans and reviews the performance of the company. So these folks have actually gone, to a rather formal degree, toward building corporate social performance into the corporate fabric. And if there isn't a committee under the board of directors, we find there is usually a person who is charged with overseeing this area."

Although these very large companies have taken the initiative in organizing charitable activities, they still leave room for improvement, Brooks says, and there are many smaller companies in a quandary as to where to begin. What does he recommend? A good start is simply to look at what the industry leaders are doing. "Then you can compare your mechanism and your actual output in this area," he says.

However, the company must decide for itself what specific course it should be taking. This might involve assessing the attitudes of employees and customers, Brooks says, and publishing a regular inventory of what the company is doing, either as part of the annual report or, preferably, in a separate document. Establishing a committee to draft objectives and monitor performance is also important. The committee should make it possible for employees all the way down the ladder to become involved in social goals, and reward them for their efforts.

The one question Brooks still cannot answer is precisely how much commitment to social goals is optimal. It is accepted as a principle by management scholars — curious though the notion seems — that it is possible for companies to be too socially responsible for their own good. "Research shows that if a company is performing in a socially responsible manner at the norm, it has higher profits than those which perform below the norm or above the norm.

"So in order to answer the question you have to know what the norm is. But the norm changes over time because society is slowly tightening up on what happens to its environment and what happens to its communities.

"We know that if a company is performing at the norm, it is doing better in a profit sense than companies on the extremes. What we don't know is the precise formula, say, as a percentage of sales, for what needs to be spent. And even a formula that precise wouldn't be appropriate, since much of what is spent is the time of executives and other employees, which doesn't show anywhere on the financial statements of the company."

In any event, Brooks believes it is important for companies to bear in mind that benefits which cannot be expressed in numbers are benefits just the same. There may be no precise optimal amount of altruistic activity, but the notion of an optimal point of profit maximization is also a fiction — there is no way of measuring it. So it is sensible to be aware of the broader picture. "It stands to reason," he says, "that as organisms that must function within society, corporations are healthier if society is healthier."

## Cinader named to WHO committees

Professor Bernhard Cinader of the Institute of Immunology has been appointed to an advisory group of the World Health Organization's special program on research, development and research training in human reproduction. The group is to review progress in the program, which is con-

cerned with the development of birth control vaccines. He has also been appointed to the reproductive immunology committee of WHO and to its task force on the immunology of aging.

Cinader was recently given an honorary membership in the Society of Clinical and Experimental Immunology of the German Democratic Republic.

## ASTHMA?

**CASH** — paid to Male volunteers age 18-30 with mild or exercise induced Asthma

Needed for night-time study of asthma medications

**Call — Pharmacology 598-5781**  
for information

## TELEX gone

Effective Dec. 31, the U of T Library stopped using TELEX facilities. Machines have been removed and TELEX messages cannot be sent or received by the library.

## OPEN EARLY. OPEN LATE.

KINKO'S business day starts early and ends late, so we're here when you need us most!

• Copies • Reductions •  
Passport Photos • Binding •

Monday - Friday 8 a.m. - 9 p.m.  
Saturday 10 a.m. - 6 p.m.

## kinko's copies

346 Bloor St. West  
(near Bloor and Spadina)

928-0110

## TRAVEL CUTS Going Your Way! SPRING SPECIALS TO LONDON

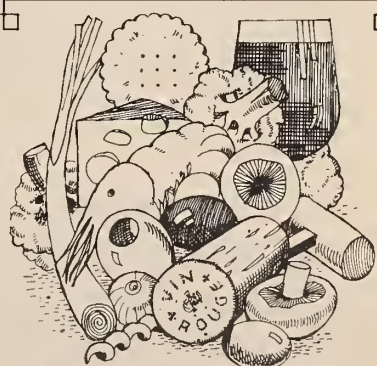
Fixed Returns	from \$429
Open Returns	575 <small>*via USA</small>
One Ways	319 <small>*via USA</small>

## WATCH OUT FOR LOW SPRING FARES TO PARIS

Remember: TRAVEL CUTS also offers you flights to AMSTERDAM, FRANKFURT and other European cities at unbeatable prices!!

Serving the  
university community

**TRAVEL CUTS TORONTO**  
44 St. George St. 96 Gerrard St.E.  
979-2406 977-0441



## At 5 p.m. go underground

Downstairs in our cellar we serve delicious food thoughtfully prepared and vintage wines by the glass. Why keep your curiosity bottled up? The cellar in Le Rendez-vous — the place to rendez-vous in Toronto.

## LE RENDEZ-VOUS

Restaurant Français  
14 Prince Arthur 961-6111  
12.00 - 2.30 - Monday to Friday  
Evenings - Monday to Saturday



## Blumenfeld awarded international prize for town planning

Hans Blumenfeld, professorial lecturer in the Department of Geography, has been awarded the Sir Patrick Abercrombie prize of the Union Internationale des Architectes. The prize was given in recognition of Blumenfeld's "extraordinary contribution to the development of town planning". The award was conferred at the union's world congress in Cairo.

Blumenfeld, 92, was trained as an architect in his native Germany. After practising internationally, in the 1950s he came to Canada where he has worked as deputy commissioner of the Metro Toronto Planning Board. He became a Canadian citizen in 1964. His career has encompassed architecture, urban design and planning.

His long association with the U of T

began in 1961 when he became a lecturer in the School of Architecture.

"Blumenfeld's humane and perceptive approach to urban problems, his expertise in the planning field, especially in transportation, and his superb qualities as a teacher have endeared him to successive generations of students," said Thomas Howarth, professor emeritus, Faculty of Architecture & Landscape Architecture.

"The Metropolis: A Conference in Honour of Hans Blumenfeld" was held by the University in 1983.

Author of two influential books, recipient of three honorary doctorates, and an Officer of the Order of Canada, Blumenfeld continues to lecture and teach at U of T in metropolitan planning and planning history.

## Public relations, development post created in arts and science

Elizabeth A. Wilson, former executive officer for high school liaison in the Faculty of Arts & Science, has become the first director of public relations and development for the faculty.

Her job entails helping departments to make themselves better known and increasing contact with other parts of the University and with the general

public.

For the past year, the faculty has had a part-time public relations post held by Professor William Rogers. His assessment of the work that could be done led to the creation of a continuing full-time position, said Dean Robin Armstrong.



## Victoria University BURSAR

Victoria University invites applications for appointment as Bursar of the University. The Bursar is the chief financial officer, responsible to the President and has general supervision of the business affairs and financial administration of the University, including its auxiliary enterprises. The Bursar may be appointed Secretary of the governing body of the University as well.

Candidates should be university graduates and have experience in appropriate fields such as business and public administration, familiarity with the university setting, and the ability to function effectively in an academic community.

Commencement date for this appointment is 1 July 1985. Salary will be commensurate with the appointee's education and experience.

Applications, accompanied by a *curriculum vitae* and the names of three referees, should be sent to: Chairman, Selection Committee, c/o Office of the President, Victoria University, 73 Queen's Park Crescent, Toronto M5S 1K7. Closing date for applications is 22 February 1985.

## Notebook



The third annual tacky postcard contest held by the staff of the Sigmund Samuel Library attracted greetings bearing pictures of the Red Chinese Army eating Camembert cheese (above), a cutesy bear, the Reagans caricatured and a floral tapestry from Vienna, among others.

**Bonnie Bessner** received honourable mention for her tastelessness in sending a tasteful postcard (of a stately home) to a tacky postcard contest.

Winner **Eng Ching** received a tacky glass candlestick in a ghastly pea-green colour bearing a plastic-wrapped candle. In tacky fashion, the names of the two previous winners were crossed off and the new winner's name written in. In previous contests the winner was also treated to a bowl of Hart House mulligatawny soup, with the runner-up receiving two bowls, but since the arrival of the new Hart House chef it isn't on the menu very often, says **Barry Griffith**, administrative assistant to the head of the library and chief judge of the contest.

Perhaps some other campus group could sponsor a contest asking for suggestions on a replacement for the mulligatawny soup prize.



Only a few pennies and nickels now inhabit the fish pond at 93 Highland Ave. The goldfish are gone, thanks to **Rupert**, one of the Connells' Welsh terriers, who picked an embarrassing time to dispatch them.

**Sheila Connell** and members of Governing Council touring the presidential house last fall encountered Rupert standing at the edge beside something that looked like "a piece of smoked salmon with tooth marks". The other fish met a similar fate, as did a toy fish at Christmas.

Rupert was seen at a recent reception staring into the empty pool, whether expectantly or wistfully it is hard to say.



The following modest proposal for industry-university interface was delivered anonymously to the *Bulletin* last week in swift response to the Bovey Commission's call for innovative solutions.

Cryoscholastics of Toronto, a firm specializing in the cryogenic storage of fresh graduates from doctoral programs at Ontario universities, has announced plans for a new computer link-up with the US Library of Congress. In the words of its president, "Frosty" Banks, it will allow PhDs awaiting appointment to "stay abreast while staying cool".

While the freeze-drying process employed with the future pro-

fessors makes the new information transmission service more readily adapted to the quantifiable, "drier", subjects, Banks is optimistic that improvements to the hard-wired electronic mail service will make it as easy to absorb the horns of a moral dilemma as it now is to memorize a book of random numbers. Under the new arrangement, unemployed doctoral graduates would be allowed to register up to 100 buzz words with Cryoscholastics. Thus a continuous flow of current secondary literature to storage facilities in their frozen brains would be assured.

Apart from a basic "suing up" fee, Cryoscholastics would operate on a contingent repayment plan. Clients not thawed and tapped as new academic blood would be subject to no charge. After 25 years, unrequisitioned saturated brains would become the property of Cryoscholastics, which thereby hopes to become a repository of all human knowledge. This would be available, telepathically and by more conventional means, to local libraries and private customers for a modest fee.



Thanking Edmund Bovey for a speech on his commission's report at a recent Canadian Club luncheon, **Bette Stephenson**, minister of colleges and universities, allowed that it made "very interesting reading". She'd hoped to be able to implement some of the recommendations in time for the 1985-86 academic year, she said, but the change of leadership in the government has left things up in the air.

Stephenson said it wasn't true, as the Ontario Confederation of University Faculty Associations and the Ontario Federation of Students had implied initially, that the report had been written before the commission was appointed. Indeed, she added, she'd heard that the three commissioners had had a great deal of discussion before being able to come to agreement. "It was not always an aura of peace and light and happiness within the commission offices."



Members of the nobility stayed away from last weekend's international conference on medieval coronations in spite of the \$15 discount they were offered on registration. Professor **Roger Reynolds** of PIMS said a few students tried to register as blue bloods, but "we were able to prove their documents were bogus". A genuine British lord who had planned to attend had to cancel.

Why a cut rate for those who should be better off? "It's just the opposite of what you'd expect," said Reynolds. Hard times all over.



# Conventional views of rapists challenged by new research on contributing factors

by Judith Knelman

Two young scholars who compared notes after they'd done research independently on the characteristics of rapists have concluded that conventional ways of identifying potential rapists don't work.

Zindel Segal, a Medical Research Council fellow at the Clarke Institute of Psychiatry cross-appointed to the Department of Psychiatry, and Lana

Stermac, a clinical psychologist at the Metropolitan Toronto Forensic Service, decided to collaborate after they discovered they'd come up with similar results, he in a study of convicted rapists at Kingston Penitentiary and she in a smaller study of rapists at Penetanguishene. The original research led to a PhD from the Ontario Institute for Studies in Education for Stermac in 1982 and a PhD from

Queen's for Segal in 1983.

The two are now trying to produce a questionnaire that will measure attitudes toward women in a more reliable and valid way than the questionnaire in current use. In an effort to find out whether negative attitudes toward women are related to sexually assaultive behaviour, Segal and Stermac administered the questionnaire to a cross-section of men, some of whom were rapists. The questionnaire identifies men with ultra-conservative views of sex roles, men who believe, for example, that a woman doesn't have a right to refuse sex if she has led a man past a certain point, that liberation has made women more vulnerable to rape, and that there are "good" women and others who invite rape. But there was as great an incidence of these notions among lower-class men not in prison as in convicted rapists.

The researchers were disturbed to find that the answers did not really reflect men's attitudes to the opposite sex. Many of the rapists gave socially acceptable answers on the questionnaire and then dropped in conversation such hostile observations as "women are all sluts anyway".

Even if the researchers are successful in developing their new questionnaire, they will not have solved the problem of identifying potential rapists. They are convinced that no single or simple explanation exists for rape. It has been thought, for example, that men who cannot

establish a relationship with women through ordinary means commit rape in desperation as a way of meeting their sexual needs, but Segal and Stermac tested the social skills of various groups of men and found no excessive incidence of social ineptitude among rapists.

Nor are the perpetrators of rape always from low socio-economic levels. But it is more likely that convicted rapists will be from the lower levels, since those from the higher levels have more resources available to avoid conviction.

"Freudians tend to believe rapists are acting out aggressive impulses against the mother," says Segal. "Feminists believe rape is a tool for social dominance in a patriarchal society. Behavioural theorists view it as the result of poor heterosexual social skill or deviant sexual arousal." The best way to predict rape behaviour is to construct a predictive equation that takes into consideration a number of factors including attitudes to women, attitudes to rape, drug use, sexual arousal patterns and acceptance of interpersonal violence, he says.

The good news, says Segal, is that once the multiplicity of causes is validated more effective treatment strategies can be devised. The bad news is that relying on stereotypes can be dangerous for potential victims since the complexity of causes makes potential rapists difficult for ordinary people to identify.

## Delay in revival of Big Four league

A University of Western Ontario committee has delayed the revival of the Big Four athletic league, which was to begin operation this September.

U of T Director of Athletics Gib Chapman says it is now hoped the league, intended to capitalize on the traditional rivalry between U of T, Western, Queen's and McGill, will start in September 1986.

However, Wes Dunn, chairman of the Western committee, maintained that a final decision from his university regarding participation in any new league is a long way off. "Anyone who says Western will be doing this, that or

the other is simply, at this point, being precipitate," he said in a telephone interview.

The committee, said Dunn, has a mandate of "the broadest possible nature" regarding Western's involvement in intercollegiate sports. It will report to the Faculty of Physical Education council, which in turn will report to the senate. The report is due March 15.

This deadline is too late to permit the involved universities to finalize a 1985-86 season, Chapman said. Dunn also confirmed that there was "no way" Western would involve itself with a new league in 1985-86.

Meanwhile, the Council of Ontario Universities (COU) has also struck a committee to report by March on university athletics in Ontario. Chapman said the COU was called on to mediate between the Big Four universities and the Ontario Universities Athletic Association (OUAA), whose discussions on the new league had reached a stalemate. Smaller Ontario universities have expressed opposition to the Big Four idea, since it would end league competition with Western, Queen's and Toronto, the teams that generate the most viewer interest.

Chapman said there is now a possibility the new league may include universities other than the traditional Big Four, but declined to name those being considered.

## Alvin Lee reappointed at McMaster

Alvin Lee, who has been president of McMaster University since July 1980, has been reappointed for a five-year term. Lee, who is also serving as chairman of the Council of Ontario Universities this year, has been a member of McMaster's Department of English since 1960. Before becoming president he was vice-president, academic, for five years.



## N·E·W·S

### university of toronto computing services

#### Best of Both — Part II

If it acts like a micro, costs like a micro and takes up as much space as a micro, does it have to have a floppy disk drive?

In the last instalment we suggested that we could configure a micro environment on a mainframe for about the same cost as a micro. The mainframe to which we refer is the IBM. The operating system of choice is VM/CMS, a popular system at many North American universities. With this issue we begin to examine the major reasons users cite for buying a micro and how the mainframe scheme addresses these issues.

**Upfront Cost** — Everyone hates getting bills. That's the nice thing about a micro. You select your configuration, put your money on the counter, compute to your heart's content and never have to look at another monthly invoice. Ditto for CMS.

For a fixed annual fee we put on your desk: a screen, a fast communications line (on campus), a fixed amount of online disk space and give you a guaranteed amount of CPU time. Like the micro, you can upgrade by buying more memory or adding a printer.

With a micro you get what you pay for. For a given configuration that little micro-CPU can only work so fast and generally only at one task at a time. With the "mainframe-micro" you can work on a task while output from a previously completed task prints on the laser printer. And in the evening, when other users shut off their mainframe-micros, you get a larger slice of the CPU pie. After all, we only guarantee a minimum amount of CPU. We don't set a ceiling on the maximum you might get.

Now suppose you want to produce a few charts. With the micro this means a few thousand dollars for a plotter. On the mainframe you have an option; pay for a fixed amount of graphical output with your one time fee or pay

as you use the plotter. No big capital cost and you save a lot of desk space.

Next issue — to err is human; not to pay for it, divine.

#### The IBM 4250

There's no doubt about it. Typeset copy has many advantages over typewritten copy. First, there is *readability* — up to 40 percent over typewritten material. Then there is *legibility* — with typeset copy it is very easy to distinguish between 1 and l and 0 and O. Typeset copy offers increased *functionality* with multiple typefaces. Boldface and italics can highlight and emphasize text of special significance. Finally, there is *compactness*. If this column had been typewritten instead of typeset, it would have cost us about \$100 more per issue! If you're publishing a book, typesetting offers dramatic paper and distribution cost reductions.

Over the years, computers and word-processors have helped to reduce the number of steps between handwritten material and final typeset results. Still, more improvements can be made.

Enter the IBM 4250 Printer. Printing on aluminized paper, using advanced electro-erosion technology, the IBM 4250 can produce typeset quality output with a resolution of 600 dots per inch, in 22 typeface families, in sizes from 6 points (1/12") to 72 points (1"), without the need of a wet chemical developing process, and all within the floorspace of a small photocopier. Quite a mouthful. But then again, the IBM 4250 Printer is quite a product. Sample output from the 4250 can be viewed by contacting John Bradley, Supervisor, Textual Computing at 978-3995. Feedback from users is important. Since the 4250 would be self-funding, UTCS would like some idea of volume of usage and what a fair charge for the service would be.

General Advising  
Statistical Advising

978-HELP  
978-STAT

Marketing  
Micro Support

978-6875  
978-8701

## Clean Up At Our Pre-inventory Stationery

Selected Briefcases & Portfolios

Canvas Bags

Selected Soft Goods

All Appointment Books

Diaries

Limited Special on Leather Jackets \$125



Feb 11-16

THE UNIVERSITY OF TORONTO BOOKSTORES

63a St. George St. 978-2224



# Events

## Lectures

**Current Trends in Educational Research.**

**Research on Teaching and Its Implications for Teacher Training.**

*Tuesday, February 5*  
Prof. David Berliner, University of Arizona.

**The Cognitive Consequences of Literacy.**

*Tuesday, February 19*  
Prof. David Olson, Ontario Institute for Studies in Education and McLuhan Program in Culture & Technology.  
2-212 Ontario Institute for Studies in Education.  
12 noon to 1.30 p.m.  
(OISE and SUNY Buffalo)

**Neuroscience Lecture Series.**

2172 Medical Sciences Building. 4 p.m.

**Neurochemical and Immunological Aspects of Brain Tumours.**

*Tuesday, February 5*  
Dr. Allan Yates, Ohio State University.  
(Pathology)

**Role of Inhibitory Mechanisms in the Production and Control of Seizures.**

*Tuesday, February 12*  
Dr. Gerhard Fromm, University of Pittsburgh.  
(Pharmacology and Sandoz Canada Inc.)

**Transmitter Repertoire of Sympathetic Neurons.**

*Tuesday, February 19*  
Dr. Edwin Furshpan, Harvard University.  
(Physiology and Heart & Stroke Foundation of Ontario)

**Voltaire Lectures.**

**Voltaire as a Biblical Critic.**

*Wednesday, February 6*  
Prof. Arnold Ages, University of Waterloo.

**Voltaire as a Historian of Eastern Europe.**

*Wednesday, February 13*  
Krystyna Piechura, Department of French.  
Room 2001, 7 King's College Circle. 4.10 p.m.  
(Graduate French)

**Literature and Technology: Spanish America on the Threshold of Modernity (1880-1915).**

*Thursday, February 7*  
Prof. R.J. Glickman, Department of Spanish & Portuguese. Auditorium, Faculty of Library & Information Science, 140 St. George St. 4 p.m.  
(Latin American Studies Committee, CIS)

**Bioethics Lecture Series.**

**Treatment without Consent: Ethical Justifications.**

*Thursday, February 7*  
Prof. Abbyann Lynch, Department of Philosophy, St. Michael's College.

**The Role of Ethics Committees in Catholic Hospitals.**

*Thursday, February 14*  
Sister M. Myatt, Dr. L.J. Sullivan and Rev. L. Walsh, St. Joseph's Health Centre Ethics Committee; panel discussion.

**The Allocation of Scarce Medical Resources.**

*Thursday, February 21*  
Rev. J.C. Gallagher, Cardinal Carter Centre for Bioethics. Auditorium, Upper Brennan Hall, St. Michael's College. 7.30 p.m.  
(Cardinal Carter Centre for Bioethics, SMC)

**Who Owns Bach, Frederick the Great and Karl Marx? The Competition of the Two German States over History.**

*Thursday, February 7*  
Prof. Wilhelm Bleek, Bochum University, 1984-85 visiting professor of German and European studies. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m.  
(International Studies and Ontario Goethe Society)

**African Political Culture as a Frontier Phenomenon.**

*Friday, February 8*  
Prof. Igor Kopytoff, University of Pennsylvania. 3050 Sidney Smith Hall. 2 p.m.  
(Anthropology and African Studies)

**Metalepsis as a Key to the Understanding of 12th-Century Music.**

*Friday, February 8*  
Prof. Jeremy Yudkin, Boston University. Centre for Medieval Studies, 39 Queen's Park Cresc. E. 4.10 p.m.  
(Medieval Studies and PIMS)

**Royal Canadian Institute.**

**Trail of a Naturalist-Conservationist.**

*Sunday, February 10*  
Charles Sauriol, Nature Conservancy of Canada.

**The Imperial Highway: A Commemoration of the CPR Centennial.**

*Sunday, February 17*  
Omer Lavallée, Canadian Pacific Ltd.

**The David Dunlap Observatory: Its Origins, Accomplishments and Future.**

*Sunday, February 24*  
Prof. J. Donald Fernie, Department of Astronomy. Auditorium, Medical Sciences Building. 3 p.m.

**Recent Projects.**

*Wednesday, February 13*  
Prof. Michael Van Valkenburgh, Harvard University. Auditorium, Medical Sciences Building. 6.30 p.m.  
(Architecture & Landscape Architecture Alumni, Toronto Masonry Promotion Fund and Zeidler)

**Goethe's Roman "Dichtung und Wahrheit" und seine Leser.**

*Wednesday, February 13*  
Prof. Gisela Brude-Firnau, University of Waterloo. Combination Room, Trinity College. 8 p.m.  
(Trinity and Ontario Goethe Society)

**The Case Study as Research: Views of Autism Refined by Studying a Boy over 13 Years.**

*Wednesday, February 13*  
Prof. Christopher D. Webster, Departments of Psychiatry and Psychology, Centre of Criminology and METFORS. Auditorium, Clarke Institute of Psychiatry. 5.30 p.m.  
*Please note time.*  
(Psychiatry)

**Justice and the System.**

*Tuesday, February 12 and Wednesday, February 13*  
Hon. Mr. Justice Samuel Grange, Supreme Court of Ontario; D.B. Goodman memorial lectures. Moot Court, Faculty of Law. 4 p.m.

**Who Were the Jacques of 1358: Late Medieval Politics, Society and Solidarity at Work.**

*Wednesday, February 13*  
Prof. David Bessen, Cornell College, Iowa. Senior Common Room, Burwash Hall, Victoria College. 8 p.m.  
(Toronto Renaissance & Reformation Colloquium)

**DNA Recombination in Bacteria and Mammalian Cells.**

*Thursday, February 14*  
Dr. Nat Sternberg, E.I. Dupont & Co.; Rosenstadt lecture series. 2173 Medical Sciences Building. 4 p.m.  
(Medicine)

**New Findings Related to Drug-Induced Craniofacial Malformations.**

*Friday, February 15*  
Prof. M.C. Johnston, University of North Carolina. Room 171, Faculty of Dentistry. 1 p.m.

**What is Popular Theatre?: Notes toward a Contemporary Definition.**

*Wednesday, February 20*  
Prof. Michael R. Booth, University of Victoria. Upper Library, Massey College. 4.15 p.m.  
(Graduate Centre for the Study of Drama)

**Equality Rights: A National and International Perspective.**

*Friday, February 22*  
Prof. Gisele Côté-Harper, Université Laval; century lecture, Faculty of Law. Moot Court, Faculty of Law. 1.15 p.m.

## Colloquia

**Measurements of HII Emission in Active Regions of Molecular Clouds.**

*Wednesday, February 6*  
Prof. Daniel Nadeau, Université de Montréal. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)

**Prophecy and Apocalypticism.**

*Thursday, February 7*  
Prof. Ithamar Gruenwald, Tel Aviv University. Centre for Religious Studies Lounge, 14-352 Robarts Library. 1 p.m.

**The Settlement Movement — A Hundred Years of Great Expectations.**

*Thursday, February 7*  
Dean Ralph Garber, Faculty of Social Work. Room 722, Faculty of Social Work. 4 to 6 p.m.

**Progress in the Synthetic and Medicinal Chemistry of Cardioactive Steroid Glycosides.**

*Friday, February 8*  
Prof. K. Wiesner, University of New Brunswick.  
*Please note: chemistry colloquium postponed.*

**Pavlovian Conditioning, Drug Tolerance and Drug Dependence.**

*Wednesday, February 13*  
Prof. Shepard Siegel, McMaster University. 2135 Sidney Smith Hall. 4 p.m.  
(Psychology)

**What Do I Know? The Generalist in Religious Studies.**

*Friday, February 15*  
Prof. W.C. James, Queen's University. Centre for Religious Studies Lounge, 14-352 Robarts Library. 1 p.m.

**Ligand Protected Catalysis by Metal Clusters.**

*Friday, February 15*  
Prof. Peter B. Wells, University of Hull. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

**Some Problems in Experimenting in Psychology.**

*Wednesday, February 20*  
Prof. Lewis Brandt, University of Regina. 2135 Sidney Smith Hall. 4 p.m.  
(Psychology)

**Chemistry of Galaxies.**

*Friday, February 22*  
Marshall McCall, research fellow, Department of Astronomy; Royal Astronomical Society of Canada talk. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)

## TULIP TIME IN HOLLAND

May 5 - 14

Stroll through the tulip fields of Keukenhof at the height of their colourful splendour, talk to bulb growers, take in the flower auctions at Aalsmeer and find out why Holland is the bulb capital of the world. And see Amsterdam by canal boat, visit a diamond factory, shop, browse and sightsee in one of Europe's most lively cities.

### GREECE

June 26-July 17

Take this golden opportunity to travel with a small group open to exploring the roots of Western civilization. Minoan palaces, Byzantine churches, Venetian markets, Turkish coffee, Greek olives, Cretan beaches, classical ruins — all are part of this unusual tour led by **Prof. Ian Begg**, Department of Classics.

### Queen Charlotte Islands

June 24-July 1

Journey to the Haida Country aboard the small yacht **M.V. NORSAL**, to the old settlements. Often called Canada's Galapagos, Queen Charlottes are exciting for naturalists and photographers.

### Whale watching

September 9-14

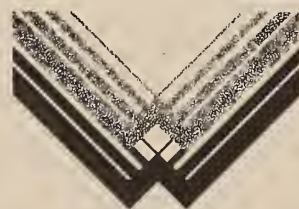
Follow the migrating orca and the killer whales along the B.C. coast — on the **M.V. Norsal**. Observe these magnificent graceful creatures in their own environment — an incomparable experience!

Write or phone for more information from

**Sparks, Slater  
& Associates Ltd.**

1 Gloucester Street, #102, Toronto, Ontario M4Y 1L8

**(416) 921-3138**



## Woodsworth College Alumni

### ANNUAL DINNER

The Woodsworth College Alumni Association cordially invites you to the Annual Dinner  
Vanity Fair Ballroom, King Edward Hotel  
Guest speaker: His Excellency Stephen Lewis  
Canada's Representative to the United Nations

Tickets: \$35/person  
Call 978-5340 by February 13th  
to reserve your tickets

February 23, 1985  
Reception: 6:30 p.m.  
Dinner: 7:30 p.m.



# Events

## Seminars

### Literacy and Schooling: Issues in the Formation and Implementation of Educational Policy.

*Monday, February 4*  
Jerry George, Ontario Ministry of Education; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m. (McLuhan Program in Culture & Technology)

### Experimental and Human Pathology.

### Analysis of a Triphasic Model of Hepatocarcinogenesis.

*Wednesday, February 6*  
Dr. Véronique Preat, Department of Pathology and University of Louvain.

### Cell Models of Alzheimer's Disease.

*Wednesday, February 13*  
Dr. U. DeBoni, Department of Physiology.

### Adult T-Cell Leukemia — Lymphomas.

*Wednesday, February 20*  
Dr. Michele Klein, Departments of Pathology and Immunology, Toronto Western Hospital. 4171 Medical Sciences Building. 4 p.m.

### Solid and Hazardous Waste Management.

#### Series 1: Incineration.

*Thursday, February 7*  
Principles of incineration as they relate to ultimate safe disposal of toxic or hazardous materials, Prof. Douglas Napier, Department of Chemical Engineering & Applied Chemistry. *Thursday, February 14*  
The technology of incinerating persistent hazardous and toxic substances, Carol Burnham, Ontario Ministry of the Environment.

#### Series 2: Landfill and Ground Water.

*Thursday, February 21*  
Principles of hydrology as they affect migration of groundwater contaminants, Prof. John Cherry, University of Waterloo, 221 Galbraith Building. 4 p.m. (Environmental Studies)

### The Social Distribution of Landed Wealth in Hungary ca. 1910.

*Thursday, February 7*  
Prof. S.M. Eddie, Department of Economics. Upper Library, Massey College. 8 p.m. (Russian & East European Studies)

### Women and Poverty.

*Friday, February 8*  
Patricia Hughes, Toronto; Clara Brett Martin workshop series 1984-85. Solarium, Falconer Hall. 1 p.m. (Law)

### The Biblical Scholarship of Erasmus.

### Erasmus' Controversies — "Alas, They Will Make Up a Volume!"

*Friday, February 8*  
Erika Rummel, Collected Works of Erasmus; last in series of four. 316 Pratt Library. 2 to 4 p.m. (Reformation & Renaissance Studies)

### Arnold Toynbee and the Christian Idea of History.

*Friday, February 8*  
Prof. Thomas McIntire, Trinity College. Board Room, Toronto School of Theology, 47 Queen's Park Cresc. E. 3.15 p.m.

### Detoxification of Phytoalexin by Fungal Monoxygenases and Its Importance for Pathogenicity.

*Friday, February 8*  
Prof. H. Van Etten, Cornell University. Room 7, Botany Building. 3.30 p.m.

### Metabolic Effects of Non-absorbable Carbohydrates.

*Monday, February 11*  
Prof. David Jenkins, Department of Medicine. Lecture theatre, basement level; McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m. (Banting & Best Diabetes Centre)

### Law and Economics Workshop Series.

### Bearing the Cost of Industrial Disease: The Asbestos Case.

*Wednesday, February 13*  
Prof. Donald N. Dewees, Department of Economics and Faculty of Law. Solarium, Falconer Hall. 12 noon to 1.45 p.m. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

### Legal Theory Workshop Series.

### The Trolley Problem (Trading Off Lives)

*Friday, February 15*  
Prof. Judith Jarvis Thompson, Massachusetts Institute of Technology. Solarium, Falconer Hall. 1.10 to 2.45 p.m. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

### Ontario Hydro Study into the Potential Health Hazards of Video Display Terminals.

*Thursday, February 21*  
M.L. Walsh and S.M. Harvey, Ontario Hydro; series on interaction of electric and magnetic fields with living matter. Room 111, 1 Spadina Cresc. 11 a.m. (Ophthalmology and MRC Group in Periodontal Physiology)

### The Effects of Developmental Transportations on the Structure of Thylakoid Membranes.

*Friday, February 22*  
Prof. Norman Huner, University of Western Ontario. Room 7, Botany Building. 3.30 p.m.



ROYAL ONTARIO MUSEUM

19th century German facsimile of medieval bronze aquamanile (pitcher), on loan from the Royal Ontario Museum for an exhibition in the Scarborough Gallery.

## Meetings & Conferences

### Perceptions of Change in the Middle Ages.

Eighth annual Scarborough College colloquium on medieval civilization. Council Chamber unless otherwise noted.

*Tuesday, February 5*  
*Excaliber*, screening of Boorman's film sponsored by Scarborough Campus History Association. H-214. 4 p.m.

*Wednesday, February 6*  
Opening of art exhibition. The Gallery. 9 a.m.  
19th Century Perception of Change in Medieval Society: The Views of Some French Sociologists, Prof. J.L. de Lannoy, Sociology, Scarborough. 10.10 a.m.  
Reorientation of Community Values 500-1500 A.D., Prof. W.W. Weissleder, Department of Anthropology. 11.10 a.m.  
Was Change Really Perceptible to Medieval People? Rev. J.A. Raftis, Pontifical Institute of Mediaeval Studies. 12.10 p.m.  
Whiting the Family Sepulchre: A Vernacular Anglo-Norman Chronicle from 13th Century Ireland, William Sayers, Council of Ontario Universities. 2.30 p.m.  
From Hermits to Mendicants: The Carmelite Order ca. 1200-1430, Prof. B. Flood, University of Wisconsin. 3.10 p.m.

*Thursday, February 7*  
A Change in Perception: Classicism and Naturalism in Early Gothic Sculpture, ca. 1150-1250, Prof. M. Thurlby, York University. 10.10 a.m.  
From Johan Huizinga to Arie Johan Vanderjagt; More Waning of the Middle Ages, Prof. H.J. Horn, University of Guelph. 11.10 a.m.  
St. Bernard's Contribution to Artistic Change, Prof. H. Dow, University of Guelph. 12.10 p.m.  
*Opus Francigenum*: St. Denis as the Novel Expression of Suger's Spiritual and Political Vision, A. Broderick. 3.10 p.m.

*Friday, February 8*  
The Romantic Heresy: Social Changes Related to the Emergence and Eventual Dominance of the Idea of Romantic Love as the Basis for Marriage, 11th to 14th Century Europe, Prof. J.A. Lee, Sociology, Scarborough College. 10.10 a.m.  
Changes of Structure in the Medieval Epic, and Society; an Anthropological Approach, Prof. E. Vestergaard, Odense University, Denmark. 11.10 a.m.  
Concept of Change in the Medieval University, Prof. W.J. Kirkness, French, Scarborough College. 12.10 p.m.  
Transformations of a Medieval Heritage: The Judeo-Spanish Song Tradition, Judith Cohen, Royal Conservatory of Music. 12.30 p.m.  
Concert, Judith Cohen. S-309. 1 p.m.  
On the Psychological and Cosmological Foundations of the Boethian "Wheel of Fortune", J. Magee, Classics, Scarborough College. 2.10 p.m.  
Jean Buridan's Theory of Change, Prof. C. Normore, Department of Philosophy. 3.10 p.m.

Parole and Peinture: Richard de Fournival and the Emergence of the Illuminated Literary Text in France, H. Solterer, Centre for Medieval Studies. 3.30 p.m.

The Vocabulary of Change in Old English Literature and Its Reflection of Anglo-Saxon Attitudes, A. diPaolo Healey, Dictionary of Old English. 4.10 p.m.  
Changing Attitudes toward Work: The Cistercian Literature of the 12th Century, L. Sullivan, Department of Economics. 4.30 p.m.  
"Lordings, what this may signifie": Perceptions of Time and the Role of the Expositor in the Chester Cycle, R. Blasting, Graduate Centre for the Study of Drama. 5.10 p.m.  
*Wit and Science*, production by Scarborough College drama students. TV Studio One. 5.30 p.m.

*Friday, February 8*  
The Romantic Heresy: Social Changes Related to the Emergence and Eventual Dominance of the Idea of Romantic Love as the Basis for Marriage, 11th to 14th Century Europe, Prof. J.A. Lee, Sociology, Scarborough College. 10.10 a.m.  
Changes of Structure in the Medieval Epic, and Society; an Anthropological Approach, Prof. E. Vestergaard, Odense University, Denmark. 11.10 a.m.  
Concept of Change in the Medieval University, Prof. W.J. Kirkness, French, Scarborough College. 12.10 p.m.  
Transformations of a Medieval Heritage: The Judeo-Spanish Song Tradition, Judith Cohen, Royal Conservatory of Music. 12.30 p.m.  
Concert, Judith Cohen. S-309. 1 p.m.  
On the Psychological and Cosmological Foundations of the Boethian "Wheel of Fortune", J. Magee, Classics, Scarborough College. 2.10 p.m.  
Jean Buridan's Theory of Change, Prof. C. Normore, Department of Philosophy. 3.10 p.m.

Round Table Discussion. 4.10 p.m.  
Medieval banquet, including performance of *Death of Herod* by Pocoli Ludique Societas. Principal's Residence. 6.30 p.m.  
Tickets \$18, Mrs. Gover, 284-3314.  
*Information: Prof. Michael Gervers, 284-3178.*

**Murmurs of the Heart: Issues for Women in Medical Training.**  
*Friday, February 8*  
Registration from 6.30 p.m. Keynote address, Doris Anderson, Auditorium, Medical Sciences Building. 8 p.m., registration from 6.30 p.m.  
*Saturday, February 9*  
Twelve workshops covering wide range of topics specifically as they concern women. Pre-registration advised for workshops. Medical Sciences Building. 9.30 a.m. to 4 p.m.  
*Information: 978-4149.* (Support Group for Women in Medicine)

**CUSO Public Information Meeting.**  
*Monday, February 11*  
Overseas opportunities for skilled adults of all ages interested in becoming involved in self-help projects in Asia, Africa, the Caribbean, Latin America and the South Pacific. International Student Centre. 7.30 p.m.  
*Information: 978-4022.*

**Girls and Science: Do They Have a Chance?**  
*Thursday, February 14*  
Prof. Jacquelynne Eccles, University of Michigan, Ann Arbor; Prof. Paula Caplan, Ontario Institute for Studies in Education; Prof. Ruth King, York University; Vandra Masemann, Inter-cultural Associates, Toronto; and Prof. Joan E. Grusec, Division of Life Sciences, Scarborough (chair); panel on sex differences in scientific ability. H-305 Scarborough College. 9 a.m. to 12.15 p.m.  
*Information: 284-3243.* (Scarborough, WIT and Scarborough Board of Education)



## The Faculty Club

41 Willcocks Street  
Telephone: 978-6325

# WORD HAS SPREAD!



### ROAST BEEF DINNER

**\$9.95**  
(plus tax & service)

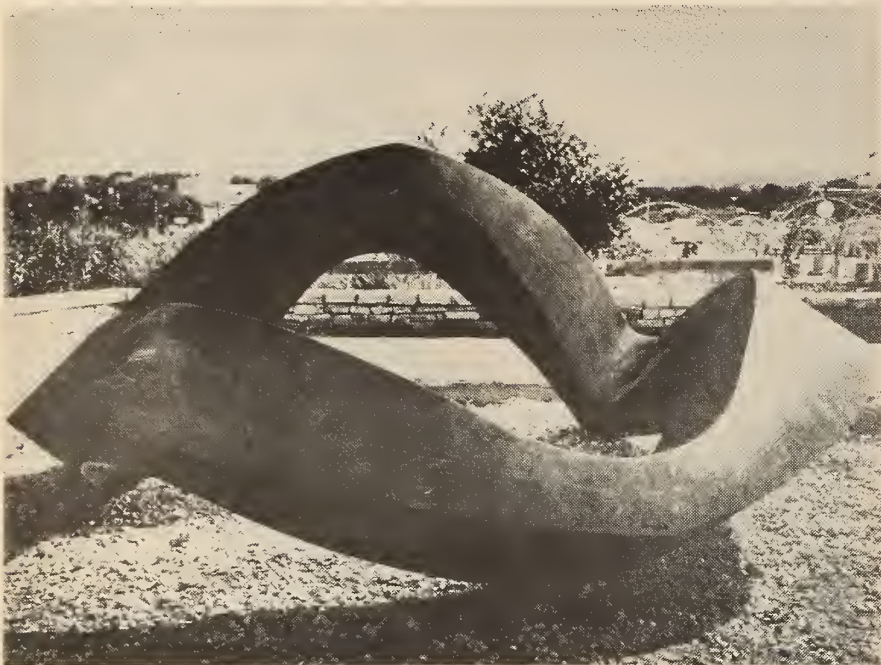
Avoid disappointment!  
Reservations required.

**978-6325**

Main Dining Room  
Monday - Friday  
5 - 7:30 p.m.



# Events



Sculpture in Liberty Bell Garden, Jerusalem, by Israel Hadani, from photographic exhibition at Faculty of Architecture & Landscape Architecture, The City as a Museum.

## Exhibitions

**Scarborough College**  
To February 15  
Medieval arts and artifacts on loan from Royal Ontario Museum in conjunction with annual medieval colloquium at Scarborough College. The Gallery.  
Please note special hours for this exhibition: Monday-Friday, 11 a.m. to 3 p.m.

**Robarts Library.**  
To February 27  
Black History in Early Ontario; organized by Ontario Black History Society and Afro-Caribbean Students Association of U of T. Main display area.

**Thomas Fisher Rare Book Library.**  
To February 15  
The Pen is Mightier, exhibition of calligraphy.

**Faculty of Architecture & Landscape Architecture.**  
February 5 to 22  
The City as a Museum, Modern Art and Architecture in Jerusalem. Gallery, 230 College St.  
Hours: Monday-Friday, 9 a.m. to 5 p.m.  
(Consulate General of Israel)

## Concerts

**FACULTY OF MUSIC**  
**EDWARD JOHNSON BUILDING**

**U of T Chamber Orchestra.**  
Tuesday, February 5  
Conductor David Zafer.  
Walter Hall. 8 p.m.

**Thursday Afternoon Series.**  
Thursday, February 7  
Compositions by student composers.

Thursday, February 14  
Student chamber music: percussion ensemble.  
Walter Hall. 2.10 p.m.

**Faculty Artists Series.**  
Saturday, February 16  
Last in series of four concerts planned and performed by members of the faculty.  
Walter Hall. 8 p.m.  
Tickets \$9, students and senior citizens \$5.

Information on all concerts at the Edward Johnson Building available from the box office, 978-3744.

**ROYAL CONSERVATORY OF MUSIC**

**Noon Hour Series.**  
Wednesday, February 6  
Katherine Carleton, clarinet, and Brahm Goldhamer, piano.  
Wednesday, February 20  
Sharon Krause, piano.  
Concert Hall. 12.15 p.m.

**Student Highlight Concerts.**  
Friday, February 8  
Hyeil Cho, soprano, and William Bowen, tenor.  
Concert Hall. 5.15 p.m.

**Royal Conservatory Orchestra.**  
Friday, February 8  
Conductor Robert Gerle.  
Church of the Redeemer, Avenue Rd. at Bloor. 8 p.m.  
Tickets \$9.50, \$7 and \$4.50, students and senior citizens \$7, \$5.25 and \$3.50. Box office, 978-5470.

**Scholarship Fund Concert.**  
Sunday, February 10  
Featuring past RCM silver medallists, including David Gerry, flute, Heather Rice, organ, Mary Soulis, soprano, Allyson Devenish, violin, Mark Jealousie, clarinet, and Richard Szuba, tenor.  
Concert Hall. 3 p.m.  
Tickets \$5, students and senior citizens \$3.

**Art Gallery Series.**  
Sunday, February 10  
Robert Hamilton and Richard Bradley, guitar duo.  
Walker Court, Art Gallery of Ontario. 3 p.m.  
(Northern Telecom)

**Twilight Series.**  
Thursday, February 14  
Avrahm Galper, clarinet, Robert Dodson, cello, and Pierre Souvairan, piano.  
Concert Hall. 5.15 p.m.  
Tickets \$2, students and senior citizens \$1.

Information on all Conservatory concerts available from publicity office, 978-3771.

**HART HOUSE**

**Great Hall Debut Series.**  
Sunday, February 10  
Marina Piccinini, flute, with Andreas Haeffliger, piano.  
Sunday, February 24  
Linda Bennett, mezzo-soprano, with John Greer, piano.  
Great Hall. 3 p.m.  
Tickets \$3, limited number of free tickets for Hart House members available from hall porter two weeks prior to each concert.  
(Music Committee and CBC Festival Toronto)

**SCARBOROUGH COLLEGE**

**Marc Widner, Piano.**  
Sunday, February 24  
Third in series of five Sunday Serenade concerts. Meeting Place. 3 p.m.

## Films

**Village Man, City Man.**  
Thursday, February 7  
Room 154, Level A, Audiovisual Library, Sigmund Samuel Library.  
12 noon.  
(South Asian Studies)

**Literature on Film.**

**David Copperfield.**  
Thursday, February 7

**Pride and Prejudice.**  
Thursday, February 14  
First two in series of six.  
Room 153, Level A, Audiovisual Library, Sigmund Samuel Library.  
6.30 p.m.

## Plays

**Death of Herod.**  
Monday, February 11  
Debates Room, Hart House.  
Tuesday, February 12  
Upper Brennan Hall, St. Michael's College  
Wednesday, February 13  
Junior Common Room, University College.  
Thursday, February 14  
Alumni Hall, Victoria College.  
Friday, February 15  
Lobby, Sidney Smith Hall.  
Poculi Ludique Societas production, performance lasts about half an hour.  
12.15 p.m. each day.  
Pay-what-you-can.

## Governing Council & Committees

**Academic Affairs Committee.**  
Thursday, February 14  
Council Chamber, Simcoe Hall. 4 p.m.

**Committee on Campus & Community Affairs.**  
Tuesday, February 19  
Council Chamber, Simcoe Hall. 4 p.m.

**Research & Academic Services Subcommittee.**  
Wednesday, February 20  
Board Room, Simcoe Hall. 4 p.m.

**Planning & Resources Committee.**  
Monday, February 18  
Council Chamber, Simcoe Hall. 4 p.m.

**Business Affairs Committee.**  
Wednesday, February 20  
Council Chamber, Simcoe Hall. 4 p.m.

**Governing Council.**  
Thursday, February 21  
Council Chamber, Simcoe Hall. 4.30 p.m.

## Miscellany

**Between Ourselves: Women's Experience at U of T.**  
Thursday, February 7  
Graduate students.  
Thursday, February 14  
Service employees.  
Debates Room, Hart House. 12 noon to 1.30 p.m.  
(Canadian Studies, Women's Studies, UC Literary & Athletic Society and SAC Women's Commission)

**Pathways of Spirituality — A Journey in Prayer.**  
Sunday, February 10  
Spiritual Direction and Prayer, Rev. Edgar Bull, Toronto General Hospital chaplaincy.  
Sunday, February 17  
The Community and Prayer, Rev. John Hill, St. Augustine's Parish and Diocesan Doctrine and Worship Committee.  
Sunday, February 24  
Rev. John Kerr, Institute of Family Living.  
Series of addresses and discussion. Church of the

Redeemer, Bloor St. W. at Avenue Rd. 7 p.m.; students' supper 5.30 p.m.  
(Wycliffe)

**Their Story/Our Story**  
Tuesday, February 12 and Wednesday, February 13  
Narrative by Helen Carmichael Porter, six tales of women at U of T. George Ignatieff Theatre, Trinity College, Devonshire Place. 7.30 p.m.  
Tickets \$6, students and senior citizens \$4 from Woodsworth College.  
Information: 978-2415 or 978-4444.

**Woodsworth College Alumni Annual Dinner.**  
Saturday, February 23  
Guest speaker His Excellency Stephen Lewis, Canadian Ambassador to the United Nations. King

Edward Hotel. Reception 6.30 p.m., dinner 7.30 p.m.  
Tickets \$35.  
Information and reservations: 978-5340.

**Third Annual GOFOM Research Day.**  
Friday, March 15  
Deadline for abstracts for posters for presentation at meeting, February 25.  
Information: Paul Hamel, 978-6258.

## Deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Willcocks St., by the following times:

**Events for issue of February 25: Monday, February 11 at 5 p.m.**

**Events for issue of March 11: Monday, February 25 at 5 p.m.**

# IMAGINE, A TURBO SWITCH TO SLOW DOWN TO THE COMPETITION.

If you have very definite ideas about the kind of personal computer you need, you'll find it in our showroom.  
The Sperry PC.  
It's fully compatible with IBM software.  
What runs on IBM runs on Sperry.  
Only better.  
And 50% faster.  
But that's not all.  
With a flick of a special 'turbo' switch, you can gear down for the IBM programs that can't run at Sperry's high speed.  
Make a pit stop at our showroom.  
See the Sperry PC for yourself.

**THE U. of T.  
COMPUTER  
SHOP**

**(416) 978-8732**

280 Huron St.

**SPERRY PC**

WHAT THE PC  
SHOULD HAVE BEEN  
IN THE FIRST PLACE.



# Affirming affirmative action

by Lorna Marsden



In the most recent speech from the throne, the Ontario government signalled its intention to extend affirmative action beyond the Ontario public service to other publicly funded institutions. Already school boards, municipalities and hospitals have been offered assistance to examine their employees and employment practices with a view to increasing opportunities for women. The offer consists of money to cover 75 percent of the salary of an affirmative action officer. There is also support for hiring a consultant to help establish a proper program. Universities, as publicly funded institutions, can expect to receive the same proposal soon.

And even without such an offer on the table, the Ontario Women's Directorate has an officer focusing on the universities and the situation facing women in them.

For the University of Toronto this pressure from the government should be most welcome. With our naked eyes we can see that women and men are not represented equally in the various occupational groups on our campuses. Whether or not the differences can be justified by anything more than the force of history, it is not yet possible to tell. There will be competing theories on this subject. Some of our colleagues will be outraged at the mere thought of affirmative action at the University.

Among faculty at this university, women appear to have been stuck at about 15 percent of full-time members for generations although the numbers are unclear. In the country as a whole, there has been no change in the proportion of women faculty since the Royal Commission on the Status of Women reported in 1970. Despite individual changes in some faculties and departments, no one at this institution can be complacent.

In her recent Report of the Royal Commission on Equality in Employment, Judge Rosalie Abella has provided a most thoughtful and well documented view of the situation of systemic discrimination in this country. Having put the case statistically, legally and bureaucratically, she goes on to say that systemic discrimination boils down to the fact that our social and economic systems are primarily designed for "white able-bodied males and this results in practices based on white able-bodied males' perceptions

of everyone else".

At this university, as at similar institutions, that world view is disguised too often as "judging scholarly competence". Seldom are decisions made on the honoured collegial scale dissected in a dispassionate fashion even where that is possible. Among faculty, then, ideas about affirmative action will be difficult, but not impossible, to institute. Among administrative staff, however, the challenge may be more similar to that already experienced in corporate settings elsewhere.

Judge Abella uses the term "employment equity" in her arguments. It is a term which the Hon. Robert Welch, minister responsible for women's issues in Ontario, has recently used in his speeches following Judge Abella's report. Affirmative action has come to mean those programs instituted in the US. In that country, there has been legislated or mandated action for the past 20 years. That is, firms and organizations are required to establish targets for hiring, timetables for reaching their targets and related programs by law. What we have been calling affirmative action in Canada is voluntary and as a consequence has quite a different meaning and scope. Employment equity is a preferable description because it sets out the goal while leaving the means of achieving it to further elaboration.

If the Ontario government intends to get us to install a review of hiring practices, of our internal labour markets as it were, by incentives rather than legislated penalties, the issues the University must face are quite different. And legislation does not appear to be on the horizon in Ontario.

For example, advancing women and minorities within the University who are already in the system is quite different from looking at the available labour pool in the geographic area and setting targets on the basis of the proportion of women and minorities with the required characteristics. The inter-

nal labour market approach is quite easy to establish but it does nothing to help those who have not got a foot already in the door. In fact, much of this has already been achieved in some categories of workers (such as librarians and academics) by salary reviews.

A detailed review of the literature on the US experience of the past 20 years reveals five quite different goals which those developing affirmative action programs might seek to achieve. Such a program could be a remedy to current or past discrimination. It might be an implicit or an explicit human resource policy. It can be a means of generating a new labour supply or a remedy to discrimination in the labour market structures. Finally, it could be a means of improving economic opportunity for disadvantage or protected group members. Each of these has been used somewhere in the US and each is a legitimate purpose for a program of employment equity. But they do have different consequences on the program — who is in charge, who designs it, who benefits — and on the organization.

At the University of Toronto we have a great deal to overcome. Not only are there many competing jurisdictions in colleges, faculties, and institutes with different personnel policies and practices but there is no central administrative body with sufficient power to impose a uniform scheme. The term "the University of Toronto" is something of a misnomer for such a federation as ours. Accounting to the Ontario government for our goals and timetables would not be easy.

In addition to the jurisdictions there are competing organizations and groups whose cooperation will be essential — the unions on campus, the associations of faculty and staff, the students, the myriad governing bodies and committees and the subtle "networks" which influence almost all decisions more than the established

system. It will be easy to sideline such an effort by making one poor soul responsible for preparing the annual report and excusing all other administrators from taking action.

On the other hand, meeting the guidelines of the minister could turn into a very useful re-examination of some of the traditional practices and myths which haunt the University. It is, after all, no real threat to anyone or the job they currently hold. As Judge Abella points out in her report, her mandate was to make recommendations for employment equity for 60 percent of the Canadian population — women, visible minorities, native peoples and the handicapped. It is the majority of Canadians who find their life chances diminished by inequalities in employment — not a small number. The benefits to be gained in many of the disciplines in this university by looking seriously at the problem with which the govern-

ment now confronts us are potentially very great indeed. The fact that we are not in a legislated situation frustrates those who realize the very great limits to voluntary action. But it does give us time to develop this change thoughtfully and effectively.

Since taking as much time as possible to bring about a change is a law of operation at the University of Toronto, we may find the provincial government's offer a highly congenial one.

*Lorna Marsden, a member of the sociology department, served as vice-provost until her appointment as a senator last year.*

## CRYSTAL'S FLOWER MART

Monday-Saturday 10 a.m. - 8 p.m.  
Sunday 10 a.m. - 6 p.m.



Remember  
Valentine's Day  
Feb. 14

Cut flowers & house plants  
Silk and dried flowers

Weddings, hospitals, funerals

Lowest Prices Guaranteed  
Delivery over \$15

927-8730

366 Bloor St. W.

DALTON	WALMER
	X
BLOOR	SPADINA

### Faculty, Staff and Students

#### XEROX SPECIAL

3¢ Per Copy

on any order above \$25.00

Offer Includes Free Cerlox Binding and Collating for a limited time only.

Other Services Include: Offset Printing, Xerox Color Copies, Xerox 2080 for Engineering and Industrial Drawings

#### Hydery Printing

2221 Yonge Street

(at Yonge/Eglinton Subway)

Phone - 488-5622





centre for  
medieval studies

## A MEDIEVAL FEAST

Friday, 1 March 1985  
Hart House

featuring authentic  
medieval dishes

with appropriate music  
by **The Toronto Consort**

and performance of the farce  
"The Dead Husband"

by the **Poculi Ludique Societas**

Reception: East Common Room  
6:30 p.m.

Feast: Great Hall, 7:30 p.m.

\$35 per person

Reservations accepted until  
February 20

Telephone: 978-2380



### The Church of St. Mary Magdalene Anglican

136 Ulster Street  
(nr. Harbord & Bathurst)  
531-7955/534-3175

Sunday: Low Mass 8:00  
Contemporary Sung Mass 9:30  
Solemn High Mass 11:00  
Evening Prayer and Benediction 4:30

#### 10 February: Sexagesima

Missa brevis V Willan  
motet Ave Regina caelorum Lobo

#### 17 February: Quinquagesima

The Western Wind Mass Taverner  
motet Ubi caritas Durufle

#### 20 February: Ash Wednesday 6:00 pm

Missa L'hora passa Viadana  
motet In ieiunio et fletu Tallis

#### 24 February: Lent I

The Litany in Procession  
Missa brevis XIII: Holy Cross Willan  
motet Sicut Moses serpentem in deserto  
exaltavit Schütz

#### 3 March: Lent II

Missa brevis Drynan  
motet Super flumina Babylonis Palestrina

Wednesdays in Lent: mass at 6:00 pm  
followed by supper and study program

**Choir Recital** in Trinity College Chapel  
Friday 8 February at 8:00 p.m.

Admission \$6; \$3 students/seniors

Masses daily and Confessions by appointment

# Letters

## Re-educating the professoriate

*Beasts of England, Beasts of Ireland,  
Beasts of every land and clime,  
Hearken to my joyful tidings  
Of the golden future time*

Old Major, in *Animal Farm* by George Orwell

In many universities the political leaders of the professoriate have come to realize that the university is just like any other modern industry, in which, among other things, the adversarial worker vs. management model applies. In some of these universities the rank-and-file professors have also seen the light, and, in order to protect themselves against management exploitation and abuse, they have unionized.

The University of Toronto is backward in this respect: it has not yet reached the stage of unionization. The problem, in large part, lies in a large proportion of unenlightened workers, misguided individuals who are opposed to the march of progress and are unaware that certification is the key to the golden future time. Fortunately, the workers' current leaders — the present UTFA Executive Council — know what is really best for all the workers, have the interests of all workers at heart, and know precisely what to do about the problem: re-educate the workers!

Our leaders, moreover, are wise. They know that they are dealing with a sophisticated target population for whom the message must be packaged with subtlety and professionalism. So our leaders have a Plan.

The existence of the Plan for the Re-education Campaign has not been widely publicized, but the machinery appears to be well in place. This blueprint of the road to our golden future time was submitted to the UTFA executive by a group of anonymous education experts at the end of last year. Below I will share some of the highlights, copied verbatim from the unsigned, undated document, bearing the title of "REPORT TO UTFA COUNCIL RE: MEMBER EDUCATION ON NEED TO AMEND UTFA CONSTITUTION."

Alert prospective pupils in the re-education campaign will note that the title of the report does not refer to certification as such, but rather to the "need to amend the UTFA constitution" in a way that certification can be immediately put into effect when the time is ripe. But lest weaker minds among the rank-and-file professors be troubled, the "objective", the document states, "should be treated as a relatively routine matter, divorced from any sense of crisis and, as far as possible, separate from the question of certification".

The report recognizes that some amendments are more difficult to "divorce" from certification than others. It notes that the "most difficult amendment" is that "which would exclude those individuals who would be regarded as management under the Labour Relations Act", i.e., professors who continue to teach and do research, but who also (often temporarily) serve in an administrative capacity. The difficulty for the "member education" campaign is that this amendment is "most clearly related to certification".

Nevertheless, the report contains explicit suggestions as to how these amendments could be made acceptable

even to those misguided members who are opposed to certification. The amendments are to be treated "as a matter of housekeeping", and the matter "should be put to the members at an annual general meeting rather than at a special meeting". It will be remembered that a special meeting had been called for Nov. 17, 1984 but was cancelled at the last moment because of an interim agreement between UTFA and the administration, which temporarily reduced the momentum of the drive for certification. The agenda for that cancelled meeting was specifically stated to be certification, rather than being some relatively unimportant and uninteresting "matters of housekeeping".

Aside from the semantic aspects of the Re-education Campaign, there are also some motivational ones. There is to be a "network of coordinators and canvassers", and, in addition, "council members should take an active part in informing their constituents and in assessing their views". Moreover, the educators do not go empty-handed to their pupils. "Kits" are to be "issued to coordinators and canvassers", which provide a "history of UTFA's efforts to obtain and maintain a functional and effective bargaining framework".

To maintain morale among our leaders, there is to be, "at the end of January or early February", a "day-long symposium" which will deal with such issues as "strategies for developing support", and "assessment of the progress to date and reassessment of the direction of the education campaign".

Finally, "in addition to the communications network represented by the coordinators, canvassers and council, an enlarged information committee is required to develop the education package on an on-going basis. This committee should also ensure that misinformation (e.g., in letters to the *Bulletin*) [sic!] is countered with correct information".

For those of us who are pre-occupied



with the trivia such as teaching and research, and therefore have little time to worry about and control our future, it is heartwarming to know that our leaders are so certain about what is good for us, and labour ceaselessly for our true interests. It is also good to know that we can depend on our leaders to protect us from those recalcitrant, stick-in-the-mud old fogies who mutter things like: "But I thought that when UTFA was formed, it specifically rejected the idea of unionization".

As my own small and sheepish contribution to the Re-education Campaign, and as a psychologist whose research area of interest is Pavlovian conditioning, I offer a thought which our leaders might consider instilling in the minds of those old fogies who still persist in recalling events which, in that golden future time, will have been deleted from our collective memories by the Ministry of Truth. The thought is: AN ASSOCIATION IS GOOD, BUT A CERTIFIED UNION IS BETTER! Let us all bleat it together through the "member education" weeks to come.

John J. Furedy  
Department of Psychology

THE UNIVERSITY  
OF TORONTO  
BOOKSTORES



## A READING

Wednesday, February 13 at 4:30 p.m.  
in the Hart House Debates Room with

**MARIE  
CLAIRE  
BLAIS**

Readings from  
**ANNA'S WORLD**

A marvellous novel by a great writer who  
understands fully the seductive powers of literature.  
LE DEVOIR

**THE DAY IS DARK** and **THREE TRAVELLERS**

All the writing of this extraordinary young woman is  
so individual, so unlike anything else being written  
on this continent . . . ROBERTSON DAVIES  
The New York Times Book Review

Anna's World, \$9.95 Lester & Orpen Dennys International Fiction List  
The Day Is Dark and Three Travellers, \$6.95 Penguin Short Fiction

For further information, call 978-7088



**HartHouse**  
food services

## Gallery Club

Don't forget . . .

**THE BEST OF  
EUROPE**

Exciting  
European cuisine!

NOW TILL  
FEBRUARY 15 ONLY!

Monday to Friday  
5:30 - 7:30 p.m.

For Reservations  
Call 978-2445

Located 2nd Floor  
Hart House



## Crispo offers 'distasteful' lecture

I see that we have been subjected to another of Crispo's tiresome tirades complete with a photograph of the arm-waving in action. One could hope for a little greater depth of thought. The article could usefully have been condensed into a couple of column inches without loss of anything more substantial than a little self-aggrandisement. Crispo was far from the odd man out in opposing the University of Toronto Act. Many of us saw grave faults with it and many cogent arguments were advanced.

To say in the present case that UTFA drove "an exceedingly hard bargain" and "extracted" voluntary arbitration by "blackmailing the administration" is not only ludicrous; it is downright insulting to moderate minds and borders on malicious comment. Many of us will object strenuously to being called radical or to being accused of blackmail. A labourer is worth his hire, and there comes a time when a stand must be taken. That is not blackmail.

The faculty won no victories in November. We were defeated by a score of about seven to one in an agreement that can only be described as bizarre. The subsequent antics of the administration offer eloquent testimony to that. It is distasteful to be lectured to by Crispo over what our first concern should be. We are all well aware of the "harsh realities that con-

front the University", and we are still waiting for a presidency and administration that will have the gumption and intellectual fibre to attack government over what it is doing to the University instead of rushing to announce its budget reductions before the annual grant has even been announced.

What led to the rather pathetic agreement achieved in November is almost complete distrust of the senior administration, distrust of a presidency that triggered matters by overturning President Ham's commitment to binding arbitration, distrust of administrations that talk glibly about fair and honourable salaries and then lose no opportunity to blame the salary settlement of two years ago for most of the ills that befall the University, and imply that it was irresponsible. We are dealing with a group of people who agreed to join UTFA in a friendly action before the Supreme Court to test the legality of binding arbitration, but which then stalled for over a year and finally reneged on the agreement, going instead in an adversarial capacity. We are dealing with a group that wasted much of 1984, refusing to talk seriously with UTFA, and then has the gall to ask us to listen to the provost telling us what an exhausting time they all had. We now have the gratuitous insults of Professor Nowlan dickering over compensation for increased cost of living as if he were

dealing with a shop floor trade union.

If President Connell is to emerge from his probation with respect he would be well advised to take his group in hand, offer a decent salary and treat the faculty with some semblance of dignity. Trust in the administration is conceivable for the future but it is going to take a lot of hard work. If the present approach continues certification will come very

quickly but it will be with reluctance — not the blackmail with which Crispo accuses us. I should prefer to avoid it but if we are continually to be treated in this contemptuous fashion then I for one will fully support it, but I shall also never forgive the administration that drove us into it.

John Gittins  
Department of Geology

## Temptations of 'new math' should be resisted

I see from the Jan. 7 issue of the *Bulletin* that Professor John Crispo is still, as he has for nearly 20 years now in my own experience, filling his favourite role as U of T's professional "agin' it-er". In all the time I have known him, I can hardly remember any occasion on which I have heard him speak favourably of something that administrators in any field were doing, or proposing to do. Yet he has rarely allowed himself to be trapped for long in the process of actually dealing with problems, for the handling of which by others he has so

much scorn. Sometimes, though, he does come out with statements specific enough to permit pinning him down. In his current diatribe he makes it clear that as far as he is concerned faculty salaries and benefits represent "over 75 percent of the University's budget"; yet during my own term as chairman of UTFA's predecessor, the Association for Teaching Staff (1968-69), one argument with Simcoe Hall was whether faculty salaries were just under or just over 40 percent of the total budget, and I suspect that the current figure is probably not much over 45 percent, if that.

It is true that the Governing Council, like the bicameral system it replaced, is an imperfect system of university government; yet discussions with faculty associations and administrators from other institutions suggest that none of them has found the secret of perfection either. Of course none of them enjoys Professor Crispo's enviable position of knowing exactly how things should be done without having to put his time and energies where his mouth is. We must hope that, as they struggle with their mutual problems, UTFA and the U of T administration will resist the temptations of Professor Crispo's "new arithmetic" ( $45 - 50 = 75$ , or presumably, 25 or 100, or whatever figure you need to make your point). Certainly such a system would allow the president to give UTFA anything they asked for, yet still present Dr. Stephenson with a clean balance sheet. In the long run, however, the Crispo system is an invitation to disaster for all of us; if, as suggested on page three of the same *Bulletin*, administrators decide to take a "cram course in management science", I hope they won't take it from Professor Crispo.

F.E. Winter  
Department of Fine Art

## Teaching assistants are students first

*I have sent the following letter to Pat Baker, president of the Canadian Union of Educational Workers, Local 2, and request that it be published in the Bulletin.*

Today I ceased to be a member of the Canadian Union of Educational Workers, Local 2. For the two and a half years that I have been enrolled in a PhD program at U of T I have been, according to the fine print on my union card (here enclosed), "a member in good standing". This, in spite of my repeated efforts to convince other graduate students that it is entirely inappropriate for teaching assistants to be unionized. While a certain portion of my earnings would find its way automatically into the coffers of the CUEW whether I considered myself a member of the union or not, it was necessary for me to carry a signed membership card if I wished to have any say over how that money was used (and in my estimation it has been badly used on occasion, but that is another issue). With the very real possibility of a strike looming in the near future, however, I feel that I can no longer afford the luxury of being able to speak up at union meetings. Not if it commits me in any way to take part in a strike designed to sow confusion and create problems for the University — an institution in which I enrolled, by the way, not for the purpose of earning a living, but of receiving an education.

This, it seems to me, is the point which was overlooked when a union for teaching assistants was first formed at U of T, and which has been consistently ignored or undervalued by ardent supporters of the union ever since. Our primary relationship to the

University is *not* that of employee to employer, but of student to institute of learning. This may sound like an obvious, even trivial observation, but it is an observation that has consequences. It means, for one thing, that our situation as TAs is not comparable in important respects to that of typical workers in industry. We are hired by the University only partly for the sake of the teaching and marking we will do. A second, equally important consideration is the immediate financial assistance that the University can provide its more advanced students in this way.

It seems that if one wishes to become the object of universal scorn at a union meeting, all one has to do is bring up this last point. Indeed, I remember one occasion on which a past president of the union, Romano Roman, went so far as to declare publicly that there was no doubt we graduate students are the best qualified people that the University could hire as teaching assistants. This, of course, is arrant nonsense. We are all aware of the large number of people with completed doctorates who are unable to land academic positions in today's extremely tight market. Were we really confident that no better qualified people than ourselves were available, moreover, the union would feel no particular need to fight (as it is fighting) to prevent non-students from being hired as teaching assistants. I am not suggesting, of course, that the University *should* hire four or five hundred recent graduates to replace us. What I am saying is that theoretically the University *could* hire them, but *will not* because it has a vested interest in financially assisting its graduate students. This is the reason

why the University provides fellowships. And teaching assistantships — because they are offered preferentially — are more like working fellowships than they are like jobs in the typical eight-hour-day-behind-the-counter-or-in-the-office sense.

What the very existence of a union for teaching assistants implies is a lack of trust in the motives of the administration and a lack of faith in the possibility of solving through informal channels such comparatively minor problems as a TA is likely to face from time to time. I for one, having held teaching assistantships at one university which is unionized and one (Queen's) which is not, feel that a union creates more problems than it solves. After all, if we are to regret the confrontational and suspicious mood which now pervades (according to the *CUEW News*) the relationship between the administration and the University's teaching assistants, we might remind ourselves that nothing else could be expected given that we once made the mistake of creating a union to "fight" for our rather liberally conceived "rights".

The University of Toronto, however is not a closed shop as far as teaching assistants are concerned. Thus on Feb. 7, although no longer a member of the union, I will be voting against a strike. Moreover, if the union executive receives the necessary two-thirds vote of support, I — and I hope a great many other teaching assistants who feel no obligation to the union — will ignore the decision to stop work.

Ron Bontekoe  
Department of Philosophy

### HART HOUSE HAIR PLACE

WOMEN'S CUT ..... \$11.00  
MEN'S CUT ..... \$ 7.50

Perms Reg. \$60 Henna Reg. \$28  
NOW \$35.00 NOW \$18

"Our experience means  
professional results"

OPEN MON.-FRI.

8:30 - 5:30

7 HART HOUSE CIRCLE

978-2431



# Classified

A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to *University of Toronto* must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St. Ads will not be accepted over the phone.

## Accommodation Rentals Available — Metro

**Fine Moore Park Home** 10 minutes from University. Bright, spacious, well-furnished, fully equipped. 3 bedrooms, 2 washrooms, study, family room with walkout. Quiet cul-de-sac near schools, transportation, shops, parks. Pleasant, private garden. Summer '85-'86. \$1650/month, negotiable: 423-1102.

**Walk to U of T.** Bright, extra-large bachelor in quiet Victorian home. Furnished. Fireplace, balcony. Suit single non-smoker. \$450 month includes utilities and parking. 924-8829.

**Office space for rent.** 716 sq.ft. of newly renovated office space on third floor of quiet older building on College Street facing the University. Skylights. \$11 per sq. ft. per annum. \$656 per month. 979-2004.

**House for rent after May '85** Military Trail and Ellesmere 3 bedroom house, 2 washrooms, garage, living room, kitchen, dining room, family room with fireplace, backyard, dishwasher, all facilities nearby. \$900/month + utilities. Call 282-6010.

**Sublet**, only a few steps from subway and beautiful High Park. Luxury two-bedroom apartment fully furnished, with air-conditioning, three balconies, cable TV, sauna, exercise room, tennis, outdoor swimming pool. Car and parking negotiable. Available mid-May to mid-August. \$750 per month. References required. Phone Payzant 762-3860 evenings.

**Beautifully renovated** basement apt., spacious, bright, luxuriously broadloomed. On quiet residential street (Bernard). Walking distance to U of T and Yorkville area. All utilities inclusive. Available 2nd week in February at \$475 monthly. Joe at 960-9975.

**Duplex** — beautiful large two-storey apartment, equipped kitchen, 2 baths, close to campus. Call 781-7290.

**March 1 — Upper Duplex.** 2 bedrooms. Deck, washer/dryer. Bloor/Ossington subway. Lease: March 1 — August 31 or longer. Refs. \$700 + utilities. 487-0006.

**Summer rental** Robert St. at Sussex. Professor's 2 bedroom renovated Victorian home. 1 block from campus. Available May 1 to Aug. 31. Furnished, washer, dryer. \$750.00/month, utilities included. 929-9092.

## Accommodation Rentals Required

**Downtown Toronto:** Female scholar wishes space in a compatible co-op house. Starting spring or summer. Willing to "sublet" for one year. Burlington 1-632-2283.

**Visiting U of T Fellow, wife** require nice accommodation May 85 — Sept. 86 (ideally). We have rented our own home in Australia and so know the problems in finding good tenants — don't worry, we are! Chris, Jan: 638-4966.

## Accommodation Out-of-town

**Sabbatical in Avignon.** Secluded but not isolated. 4 bedroom, 2 bathroom, magnificently restored ancient farmhouse. Fully furnished (stereo, colour TV), central heat. Breathtaking views. Close to excellent schools. September through May. \$650 per month. 978-8637.

**For rent-condominium in Collingwood.** Cranberry Village — 2 bedroom — fireplace — 5 appliances — cable TV — fully furnished and equipped. For Feb. and Mar. 1985 — rent is negotiable. Telephone 705-445-8359.

**U.K. apartment for rent.** Furnished apartment in Kensington, London, England for rent, September 1, 1985, for approx. one year. Large recep., one double bedroom, own gas heating. Suit couple. \$500 per month, utilities excluded. Apply: Prof. S.C. Nyburg, 978-3603.

**Cannes, France.** Furnished luxury 3 bedroom apt., 2½ baths, pool, near ocean, private gardens, view. From August, six to 36 mos. lease. \$1,000 month, bargain. 481-0855.

**Freeport, Bahamas.** Two-bedroom garden apartments at the Lucayan beach on Grand Bahama Island. Beautiful beaches; great swimming, snorkelling, scuba diving, wind surfing and other water sports. Golf and tennis nearby. Ideal vacations for families or two couples. Weekly US\$350. Discount air fares available. Contact Prof. McAndrew 447-4613 or 927-1640.

## Accommodation Exchange

**Toronto 3-bedroom house,** centrally located for summer exchange in return for accommodation in England, July-August 1985, for family of four. Mr. E. Fine 481-8472.

## Secretarial

**Typing of books, theses, term papers.** Fifteen years' academic, legal and business experience. Highest quality work. IBM Correcting Selectric III. \$1.35 each double-spaced text page. Pam, 925-4967. St. George Street, north of Bloor.

**Word processing services** — manuscripts, theses, résumés, reports, etc. Efficient, reasonable and fast. Call The Word Movers 531-8782.

**BUSY FINGERS** Secretarial Services — We offer fast and accurate typing of essays, theses, academic papers, etc. Satisfaction guaranteed. 1050-A Bloor St. W., Toronto, 532-5101.

**Professional Word Processing ("camera ready" copy),** photocopying, transcription. Specializing in theses, scientific reports, multiple-repetitive letters and persuasive résumés. Sterling University References. On campus — 81 Harbord St. at Spadina. 968-6327.

**AFT Word Processing.** "Today's Secretarial Service". Professional, fast, accurate and reasonable rates. For all your repetitive chores and typing needs, specializing in letters, reports, manuscripts, theses, essays, books, etc., call now at 924-5287.

**Word Processing Typing.** Theses, Résumés, Manuscripts, Reports, Letters, Labels, Envelopes. We provide final copy on plain bond for photocopying or on your letterhead. Call the Word Processing Professionals 593-6250: WORDWRAP Inc., 111 Elizabeth Street. (Downtown).

**Affordable and Professional Typing** - Research - Editing. Guaranteed satisfaction. Call any time 961-1625 or 288-1262.

**Excellent Word Processing/** Stenographic skills available. Fast accurate processing of Résumés, Reports, Letters, Manuscripts, Theses, etc. at reasonable rates and dependable service. Call Ms. Fulford, 445-8499

## Miscellaneous

**Passport photos** now on campus. B/W Polaroid, 2 for \$6.50 (incl. tax, cash or internal code only). Wednesdays 10-2. Inst. Media Services, Rm 021, Best Inst. 112 College St. 978-8919.

**Piano lessons in your home** given by Doctor of Music (Leningrad Conservatory). Excellent Canadian references. Dr. Zaltsberg, 787-7150.

**French Conversation** — Private tutoring. Work on your practical and active vocabulary. All levels taught. Bloor and Spadina area. \$13.00 per hour. Call Jeanne, 927-9120.

**Be A Loser** in the New Year. Lose weight, feel great naturally. Give yourself a chance to lose weight the NATURAL WAY using our nutrition programme. Ask me how. Call Marlene 598-1766 any time.

**Women at Work.** Professional painting and wallpapering. Over 12 years' experience. References. Free estimates. Ask for Karen, 651-3343.

**Do you need your résumé redone?** "Our quality will help you sell your quality." Résumés professionally done, SMA Associates, 923-8597.

**People are polite ...** private ... and distant. Even friends. How many couples and individuals are interested in trying to lower the barriers a bit in ongoing discussion and social interaction groups? A serious non-profit effort to improve the quality of social life in us all. The Human Relations Forum, 593-4005.

**FOUND:** Cute baby photo on Spadina Ave. near Willcocks. 978-4698.

**Vision Computer Education Inc.** We specialize in "hands-on" training seminars using your computers or ours. Lotus 1-2-3, dBASE II, Wordstar, etc. Expert, experienced instructors. We are also available for consulting, dBASE II programming and Lotus 1-2-3 template creation. Call for details or a free consultation. Tel: 968-1827.

**Postdoctorate or research associate** needed for laboratory research project related to acid rain. Laboratory experience and reasonable skill and carefulness required. Analytical chemistry experience useful, though not indispensable. Contact Professor J.V. Iribarne, Department of Physics: 978-5434.

# SEE AND BE SEEN WITHOUT REFLECTION

*Supercote 99 Improves your Vision  
and your Appearance*

The latest thin film technology, as used in the photographic, electronic and aerospace industries, is now utilized to produce the most efficient anti-reflection coating for your ophthalmic lenses.

SUPERCOTE 99, a four layer multicoating, is evaporated onto both surfaces of the lens in a high vacuum process. It becomes an integral part of the lens and is therefore, as durable as the substrate it is applied to.

SUPERCOTE 99 is a vital component of your eye glass prescription, which increases light transmission, eliminates reflections and thus maximizes optical efficiency of prescription eyewear.

SUPERCOTE 99 not only heightens visual acuity and colour perception, but also improves the cosmetic appearance of your glasses.



IMPERIAL  
OPTICAL  
CANADA

# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Varujan Gharakhanian, 978-4419; (4) Elaine Preston, 978-6496; (5) Christine Marchese, 978-4834; (6) Jeanette May, 978-2112.

**Clerk Typist II**  
(\$14,000 — 16,470 — 18,940)  
Sociology, 55 percent full-time (6)

**Clerk Typist III**  
(\$15,420 — 18,140 — 20,860)  
Zoology (6), Industrial Engineering (5)

**Clerk III**  
(\$15,420 — 18,140 — 20,860)  
Comptroller (3)

**Secretary II**  
(\$16,960 — 19,950 — 22,940)  
Department of Medicine (2), Rehabilitation Medicine (2)

**Secretary III**  
(\$18,880 — 22,210 — 25,540)  
Personnel, Salary Administration (2)

**Laboratory Technician II**  
(\$18,880 — 22,210 — 25,540)  
Dentistry (1), Chemical Engineering (5), Chemistry (6), Physiology (5), Department of Medicine (2)

**Laboratory Technician III**  
(\$20,850 — 24,530 — 28,210)  
Department of Medicine (2)

**Engineering Technologist II**  
(\$22,050 — 25,940 — 29,830)  
Mechanical Engineering (5)

**Engineering Technologist III**  
(\$24,450 — 28,770 — 33,090)  
Erindale (6)

**Administrative Assistant I**  
(\$18,880 — 22,210 — 25,540)  
Woodsworth (3)

**Application Programmer Analyst III**  
(\$28,530 — 33,560 — 38,590)  
Dean's/Faculty Office, Arts & Science (6)

**Programmer Analyst III**  
(\$28,530 — 33,560 — 38,590)  
Information Systems Services (3), Faculty Office, Arts & Science (6), Physical Plant (3)

**Systems Software Programmer II**  
(\$28,530 — 33,560 — 38,590)  
Computer Systems Research Institute (3)

**Systems Software Programmer III**  
(\$35,160 — 41,370 — 47,580)  
Computer Science (6)

**Electron Microscopist II**  
(\$18,880 — 22,210 — 25,540)  
Anatomy/Histology (5)

**Craftsman III**  
(\$23,150 — 27,240 — 31,330)  
Mechanical Engineering, two positions (5)

**Personnel Officer I**  
(\$24,450 — 28,770 — 33,090)  
Robarts Library (5)

**Professional Engineering Officer II**  
(\$31,650 — 37,240 — 42,830)  
Mechanical Engineering (5)